



## **Bunzl Finance plc**

*(incorporated with limited liability in England & Wales with registered no. 01231760)*

**£2,000,000,000**

### **Euro Medium Term Note Programme**

**unconditionally and irrevocably guaranteed by**

## **Bunzl plc**

*(incorporated with limited liability in England & Wales with registered no. 00358948)*

These Admission Particulars are prepared in connection with the £2,000,000,000 Euro Medium Term Note Programme (the “**Programme**”) established by Bunzl Finance plc (the “**Issuer**”), a wholly-owned finance subsidiary of Bunzl plc. Pursuant to the Programme, the Issuer may from time to time issue notes (the “**Notes**”) up to a maximum outstanding aggregate nominal amount of £2,000,000,000. Bunzl plc (the “**Guarantor**”) will unconditionally and irrevocably guarantee all payments of principal, interest and any other amounts payable on any Notes issued under the Programme. References herein to the “**Group**” are to the Guarantor and its subsidiaries (including the Issuer) taken as a whole.

Application has been made to the London Stock Exchange plc (the “**London Stock Exchange**”) for certain Notes issued under the Programme during the period of 12 months from the date of these Admission Particulars to be admitted to the London Stock Exchange’s International Securities Market (the “**ISM**”). The ISM is not a regulated market for the purposes of Regulation (EU) No. 600/2014 on markets in financial instruments, as it forms part of the domestic law of the United Kingdom (the “**UK**”) by virtue of the European Union (Withdrawal) Act 2018, as amended (the “**EUWA**”), (the “**UK MiFIR**”). These Admission Particulars do not constitute a base prospectus for the purposes of Regulation (EU) 2017/1129 as it forms part of the domestic law of the UK by virtue of the EUWA.

**The ISM is a market designated for professional investors. Notes admitted to trading on the ISM are not admitted to the Official List of the Financial Conduct Authority (the “FCA”). Neither the London Stock Exchange nor the FCA has approved or verified the contents of these Admission Particulars.**

Notice of the aggregate nominal amount of Notes, interest (if any) payable in respect of Notes and the issue price of Notes and certain other information which is applicable to each Tranche (as defined under “*Overview of the Programme*” below) of Notes will be set forth in a pricing supplement (each, a “**Pricing Supplement**”) which, with respect to Notes to be admitted to trading on the ISM, will be delivered to the London Stock Exchange. Copies of Pricing Supplements in relation to Notes to be admitted to trading on the ISM will also be published on the website of the London Stock Exchange through a regulatory information service or will be published in such other manner permitted by the International Securities Market Rulebook effective as of 1 January 2021 (as may be modified and/or supplemented and/or restated from time to time, the “**ISM Rulebook**”).

The Issuer has a long-term debt rating of BBB+ by S&P Global Ratings UK Limited (“**S&P**”), which is established in the UK and is registered under Regulation (EC) No. 1060/2009 as it forms part of UK domestic law by virtue of the EUWA (as amended, the “**UK CRA Regulation**”). In addition, the Programme has been assigned a rating of BBB+ by S&P. The rating of any Notes to be issued under the Programme may be specified in the applicable Pricing Supplement. A rating is not a recommendation to buy, sell or hold securities and may be subject to suspension, reduction or withdrawal at any time by the assigning rating agency.

The Notes may be issued in bearer form only (“**Bearer Notes**”) or in registered form only (“**Registered Notes**”). Registered Notes may not be exchanged for Bearer Notes. Bearer Notes of one Specified Denomination may not be exchanged for Bearer Notes of another Specified Denomination. Bearer Notes may not be exchanged for Registered Notes.

Subject to compliance with all relevant laws, regulations and directives, Notes will be issued under the Programme in denominations of at least €100,000 (or the equivalent in any other currency as may be specified in the Pricing Supplement).

Any Notes in bearer form will be represented on issue by a temporary global note in bearer form (each a “**Temporary Global Note**”) or a permanent global note in bearer form (each a “**Permanent Global Note**”). If the Global Notes are stated in the applicable Pricing Supplement to be issued in new global note (“**NGN**”) form, the Global Notes will be delivered on or prior to the original issue date of the relevant Tranche to a common safekeeper (the “**Common Safekeeper**”) for Euroclear Bank SA/NV (“**Euroclear**”) and Clearstream Banking S.A. (“**Clearstream, Luxembourg**”). Notes in registered form will be represented by registered certificates (each a “**Certificate**”), one Certificate being issued in respect of each Noteholder’s entire holding of Registered Notes of one Series. Registered Notes issued in global form will be represented by registered global certificates (“**Global Certificates**”). If a Global Certificate is held under the New Safekeeping Structure (the “**NSS**”) the Global Certificate will be delivered on or prior to the original issue date of the relevant Tranche to a Common Safekeeper for Euroclear and Clearstream, Luxembourg. Global notes which are not issued in NGN form (“**Classic Global Notes**” or “**CGNs**”) and Global Certificates which are not held under the NSS will be deposited on or prior to the issue date of the relevant Tranche with a common depository on behalf of Euroclear and Clearstream, Luxembourg (the “**Common Depository**”). For further information, see “*Summary of Provisions relating to the Notes while represented by the Global Notes*” in these Admission Particulars.

The Noteholders, the holders of the interest coupons (the “**Coupons**”) relating to interest bearing Notes in bearer form and, where applicable in the case of such Notes, talons for further Coupons

(the “**Talons**”) (the “**Couponholders**”) are entitled to the benefit of, are bound by, and are deemed to have notice of, all the provisions of the Trust Deed and are deemed to have notice of those provisions applicable to them of the Agency Agreement.

**The Notes and the Guarantee have not been and will not be registered under the U.S. Securities Act of 1933, as amended (the “Securities Act”) or with any securities regulatory authority of any state or other jurisdiction of the United States, and the Notes may include Bearer Notes that are subject to U.S. tax law requirements. Subject to certain exceptions, the Notes may not be offered, sold, or in the case of Bearer Notes, delivered within the United States or to, or for the account or benefit of, U.S. persons (as defined in Regulation S under the Securities Act). Registered Notes are subject to certain restrictions on transfer. For further information, see “Subscription and Sale” in these Admission Particulars.**

**An investment in Notes involves certain risks. Prospective investors should have regard to the factors described under the heading “Risk Factors” in these Admission Particulars which may affect the ability of the Issuer and/or Guarantor to fulfil their respective obligations in respect of the Notes.**

*Arranger*

**NatWest Markets**

*Dealers*

**BNP PARIBAS**

**BofA Securities**

**Commerzbank**

**Crédit Agricole CIB**

**Danske Bank**

**ING**

**National Australia Bank Limited**

**NatWest Markets**

**Santander Corporate & Investment  
Banking**

**SMBC**

**UniCredit**

**Wells Fargo Securities**

The date of these Admission Particulars is 13 November 2024

## IMPORTANT NOTICES

These Admission Particulars comprise admission particulars in accordance with the ISM Rulebook.

The Issuer and the Guarantor accept responsibility for the information contained in these Admission Particulars. To the best of the knowledge of the Issuer and the Guarantor (each having taken all reasonable care to ensure that such is the case), the information contained in these Admission Particulars is in accordance with the facts and these Admission Particulars make no omission likely to affect the import of such information.

These Admission Particulars are to be read in conjunction with all of the documents which are incorporated herein by reference (see "*Documents Incorporated by Reference*"). These Admission Particulars should be read and construed on the basis that such documents are incorporated in, and form part of, these Admission Particulars.

Save for the Issuer and the Guarantor, no other party has independently verified the information contained herein. Accordingly, no representation, warranty or undertaking, express or implied, is made and no responsibility or liability is accepted by any party save for the Issuer and Guarantor as to the accuracy or completeness of the information contained or incorporated in these Admission Particulars or any Pricing Supplement or any other information provided by the Issuer or the Guarantor in connection with the offering of the Notes. Save for the Issuer and the Guarantor, no other party accepts any liability in relation to the information contained or incorporated by reference in these Admission Particulars or any other information provided by the Issuer or the Guarantor in connection with the issue, offering or distribution of the Notes under the Programme.

No person is or has been authorised by the Issuer, the Guarantor, the Arranger, the Dealers, the Trustee or any of their respective affiliates to give any information or to make any representation not contained in or not consistent with these Admission Particulars or any other information supplied in connection with the offering of the Notes and, if given or made, such information or representation must not be relied upon as having been authorised by the Issuer, the Guarantor, the Arranger, any of the Dealers, the Trustee or any of their respective affiliates.

Neither these Admission Particulars, any Pricing Supplement nor any other information supplied in connection with the offering of the Notes issued under this Programme (a) is intended to provide the basis of any credit or other evaluation or (b) should be considered as a recommendation by the Issuer, the Guarantor, the Arranger, any of the Dealers, the Trustee or any of their respective affiliates that any recipient of these Admission Particulars, any Pricing Supplement or any other information supplied in connection with the offering of the Notes issued under the Programme should purchase any Notes. Each investor contemplating purchasing any Notes issued under the Programme should make its own independent investigation of the financial condition and affairs, and its own appraisal of the creditworthiness, of the Issuer and the Guarantor. Neither these Admission Particulars, any Pricing Supplement nor any other information supplied in connection with the offering of the Notes issued under the Programme constitutes an offer or invitation by or on behalf of the Issuer or the Guarantor, the Arranger, any of the Dealers, the Trustee or any of their respective affiliates to any person to subscribe for or to purchase any Notes.

The delivery of these Admission Particulars, any Pricing Supplement or the offering, sale or delivery of the Notes issued under the Programme shall not in any circumstances imply that the information contained herein (or in a supplement to these Admission Particulars, as the case may be) concerning the Issuer and/or the Guarantor and/or the Group is correct at any time subsequent to the date hereof (or the date of a supplement to these Admission Particulars, as the case may be) or that any other information supplied in connection with the offering of the Notes issued under the Programme is correct as of any time subsequent to the date indicated in the document containing the same. The Arranger, the Dealers and the Trustee expressly do not undertake to review the financial condition or affairs of the Issuer or the Guarantor during the life of the Programme or any Notes issued thereunder or to advise any investor in any Notes of any information coming to their attention at any time.

Neither these Admission Particulars nor any Pricing Supplement constitute an offer to sell or the solicitation of an offer to buy the Notes in any jurisdiction or to any person to whom it is unlawful to make the offer or solicitation in such jurisdiction. The distribution of these Admission Particulars and any Pricing Supplement and the offer or sale of Notes may be restricted by law in certain jurisdictions. Persons into whose possession these Admission Particulars, any Pricing Supplement or any Notes may come must inform themselves about, and observe, any such restrictions on the distribution of these Admission Particulars and the offering and sale of Notes. In particular, there are restrictions on the distribution of these Admission Particulars and the offer or sale of Notes in the United States, the EEA and the UK. See “*Subscription and Sale*” below.

In these Admission Particulars and in relation to any Notes, references to the “relevant Dealers” are to whichever of the Dealers enters into an agreement for the issue of such Notes as described in “Subscription and Sale” below and references to the “relevant Pricing Supplement” are to the Pricing Supplement relating to such Notes.

The Notes may not be a suitable investment for all potential investors. Each potential investor in the Notes must determine the suitability of that investment in light of its own circumstances. In particular, each potential investor may wish to consider, either on its own or with the help of its financial and other professional advisers, whether it:

- (i) has sufficient knowledge and experience to make a meaningful evaluation of the Notes, the merits and risks of investing in the Notes and the information contained or incorporated by reference in these Admission Particulars, any applicable supplement or any Pricing Supplement;
- (ii) has access to, and knowledge of, appropriate analytical tools to evaluate, in the context of its particular financial situation, an investment in the Notes and the impact that the Notes will have on its overall investment portfolio;
- (iii) has sufficient financial resources and liquidity to bear all of the risks of an investment in the Notes until the maturity of the Notes, including Notes where the currency for principal or interest payments is different from the potential investor’s currency;
- (iv) understands thoroughly the terms of the Notes and is familiar with the behaviour of any relevant indices and financial markets;

- (v) is able to evaluate possible scenarios for economic, interest rate and other factors that may affect its investment and its ability to bear the applicable risks; and
- (vi) understands the accounting, legal, regulatory and tax implications of a purchasing, holding and disposing of an interest in the relevant Notes.

The investment activities of certain investors are subject to legal investment laws and regulations, or review or regulation by certain authorities. Each potential investor should consult its legal advisers to determine whether and to what extent: (1) Notes are legal investments for it; (2) Notes can be used as collateral for various types of borrowing; and (3) other restrictions apply to its purchase or pledge of any Notes. Financial institutions should consult their legal advisers or the appropriate regulators to determine the appropriate treatment of Notes under any applicable risk-based capital or similar rules.

**The Notes and the Guarantee have not been and will not be registered under the Securities Act and Notes in bearer form are subject to U.S. tax law requirements. Subject to certain exceptions, the Notes may not be offered, sold or delivered within the United States or to, or for the account or benefit of, U.S. persons (as defined in Regulation S under the Securities Act). For a further description of certain restrictions on the offering and sale of the Notes and on distribution of these Admission Particulars, see “*Subscription and Sale*” below.**

**MiFID II PRODUCT GOVERNANCE / TARGET MARKET – The Pricing Supplement may include a legend entitled “MiFID II product governance” which will outline the target market assessment in respect of the Notes and which channels for distribution of the Notes are appropriate. Any person subsequently offering, selling or recommending the Notes (a “distributor”) should take into consideration the target market assessment; however, a distributor subject to MiFID II is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the target market assessment) and determining appropriate distribution channels.**

**A determination will be made in relation to each issue about whether, for the purpose of the MiFID Product Governance rules under EU Delegated Directive 2017/593 (the “MiFID Product Governance Rules”), any Dealer subscribing for any Notes is a manufacturer in respect of such Notes, but otherwise neither the Arranger nor the Dealers nor any of their respective affiliates will be a manufacturer for the purpose of the MiFID Product Governance Rules.**

**UK MiFIR PRODUCT GOVERNANCE/TARGET MARKET – The Pricing Supplement in respect of any Notes may include a legend entitled “UK MiFIR Product Governance” which will outline the target market assessment in respect of the Notes and which channels for distribution of the Notes are appropriate. Any distributor should take into consideration the target market assessment; however, a distributor subject to the FCA Handbook Product Intervention and Product Governance Sourcebook (the “UK MiFIR Product Governance Rules”) is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the target market assessment) and determining appropriate distribution channels.**

**A determination will be made in relation to each issue about whether, for the purpose of the UK MiFIR Product Governance Rules, any Dealer subscribing for any Notes is a manufacturer in respect of such Notes, but otherwise neither the Arranger nor the Dealers nor any of their respective affiliates will be a manufacturer for the purpose of the UK MiFIR Product Governance Rules.**

**IMPORTANT – EEA RETAIL INVESTORS** - The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the EEA. For these purposes, a “retail investor” means a person who is one (or more) of: (i) a retail client as defined in point (11) of Article 4(1) of Directive 2014/65/EU (as amended, “**MiFID II**”); or (ii) a customer within the meaning of Directive (EU) 2016/97 (the “**Insurance Distribution Directive**”), where that customer would not qualify as a professional client as defined in point (10) of Article 4(1) of MiFID II. Consequently, no key information document required by Regulation (EU) No. 1286/2014 (as amended, the “**PRIPs Regulation**”) for offering or selling the Notes or otherwise making them available to retail investors in the EEA has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the EEA may be unlawful under the PRIPs Regulation.

**IMPORTANT – UK RETAIL INVESTORS** – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the UK. For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client as defined in point (8) of Article 2 of Regulation (EU) No. 2017/565 as it forms part of the domestic law of the UK by virtue of the EUWA; or (ii) a customer within the meaning of the FSMA and any rules or regulations made under the FSMA to implement the Insurance Distribution Directive, where that customer would not qualify as a professional client, as defined in point (8) of Article 2(1) of UK MiFIR. Consequently, no key information document required by Regulation (EU) No. 1286/2014 as it forms part of the domestic law of the UK by virtue of the EUWA (the “**UK PRIPs Regulation**”) for offering or selling the Notes or otherwise making them available to retail investors in the UK has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the UK may be unlawful under the UK PRIPs Regulation.

**STABILISATION - IN CONNECTION WITH THE ISSUE OF ANY TRANCHE OF NOTES, THE DEALER OR DEALERS WHICH HAS/HAVE AGREED IS/ARE THE STABILISATION MANAGER(S) (THE “STABILISATION MANAGER(S)”) (OR PERSONS ACTING ON BEHALF OF THE STABILISATION MANAGER(S)) MAY OVER-ALLOT NOTES OR EFFECT TRANSACTIONS WITH A VIEW TO SUPPORTING THE MARKET PRICE OF THE NOTES AT A LEVEL HIGHER THAN THAT WHICH MIGHT OTHERWISE PREVAIL. HOWEVER, STABILISATION MAY NOT NECESSARILY OCCUR. ANY STABILISATION ACTION MAY BEGIN ON OR AFTER THE DATE ON WHICH ADEQUATE PUBLIC DISCLOSURE OF THE TERMS OF THE OFFER OF THE NOTES IS MADE AND, IF BEGUN, MAY CEASE AT ANY TIME, BUT IT MUST END NO LATER THAN THE EARLIER OF 30 DAYS AFTER THE ISSUE DATE OF THE NOTES AND 60 DAYS AFTER THE DATE OF THE ALLOTMENT OF THE NOTES. ANY STABILISATION ACTION OR OVER-ALLOTMENT MUST BE CONDUCTED BY THE STABILISATION MANAGER(S) (OR PERSONS ACTING ON BEHALF OF THE STABILISATION MANAGER(S)) IN ACCORDANCE WITH ALL APPLICABLE LAWS AND RULES.**

All references in these Admission Particulars to “**Sterling**” and “**£**” refer to the currency of the UK and all references to “euro”, “**EUR**” and “**€**” refer to the currency of the Member States of the European Union that have adopted or adopt the single currency in accordance with the Treaty establishing the European Union, as amended.

In these Admission Particulars, unless the contrary intention appears, a reference to a law or a provision of a law is a reference to that law or provision as extended, amended or re-enacted.



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## **FORWARD-LOOKING STATEMENTS**

These Admission Particulars and the information incorporated by reference in these Admission Particulars include certain “forward-looking statements”. Statements that are not historical facts, including statements about the beliefs and expectations of the Issuer, the Guarantor and other members of the Group and their respective directors or management, are forward-looking statements. Words such as “believes”, “anticipates”, “estimates”, “expects”, “intends”, “plans”, “aims”, “potential”, “will”, “would”, “could”, “considered”, “likely”, “estimate” and variations of these words and similar future or conditional expressions, are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. By their nature, forward-looking statements involve risk and uncertainty because they relate to events and depend upon future circumstances that may or may not occur, many of which are beyond the control of the Issuer, the Guarantor or the Group and all of which are based on their current beliefs and expectations about future events. Such forward-looking statements involve known and unknown risks, uncertainties and other factors, which may cause the actual results, performance or achievements of the Issuer, the Guarantor or the Group, or industry results, to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. Such forward-looking statements are based on numerous assumptions regarding the present and future business strategies of the Issuer, the Guarantor and the Group and the environment in which the Issuer, the Guarantor and the Group will operate in the future. These forward-looking statements speak only as at the date of these Admission Particulars.

Except as required by applicable law, regulation or stock exchange requirements, each of the Issuer and the Guarantor expressly disclaims any obligations or undertakings to release publicly any updates or revisions to any forward-looking statements contained in these Admission Particulars or incorporated by reference into these Admission Particulars to reflect any change in the expectations of the Issuer or the Guarantor with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

## PRESENTATION OF FINANCIAL INFORMATION

The Group prepares its consolidated financial statements in accordance with UK-adopted international accounting standards within the meaning of section 474(1) of the Companies Act 2006 to the extent applicable to those financial statements (“IFRS”) and, unless otherwise stated, all financial information relating to the Group, including financial information relating to the Issuer which forms part of the consolidated Group, as contained or incorporated by reference in these Admission Particulars has been prepared in accordance with IFRS.

All financial information relating to the Group, including financial information relating to the Issuer which forms part of the consolidated Group, as contained in these Admission Particulars, unless otherwise stated, has been extracted from:

- (i) the audited consolidated financial statements for the Group for the year ended 31 December 2022, which appear in the Guarantor’s 2022 Annual Report (the “**2022 Annual Report**”);
- (ii) the audited consolidated financial statements of the Group for the year ended 31 December 2023 which appear in the Guarantor’s 2023 Annual Report (the “**2023 Annual Report**”); and
- (iii) the unaudited condensed consolidated interim financial statements of the Group for the six month period ended 30 June 2024 which appear in the Guarantor’s Half Year Report for the six months ended 30 June 2024 (the “**2024 Half Year Report**”),

sections of which are incorporated by reference into these Admission Particulars (see the section headed “*Documents Incorporated by Reference*” below).

Percentages in tables may have been rounded and accordingly may not add up to 100.00 per cent. Certain financial data may have been rounded. As a result of any rounding, the totals of data presented in these Admission Particulars may vary slightly from the actual arithmetic totals of such data.

## DOCUMENTS INCORPORATED BY REFERENCE

These Admission Particulars should be read and construed in conjunction with:

- (i) the audited consolidated financial statements for the Group for the year ended 31 December 2022 together with the audit report thereon, which appear on pages 160 to 248 of the 2022 Annual Report, available at: [https://www.bunzl.com/media/esolumzi/bunzl\\_ar22\\_interactive\\_pdf.pdf](https://www.bunzl.com/media/esolumzi/bunzl_ar22_interactive_pdf.pdf);
- (ii) the audited consolidated financial statements for the Group for the year ended 31 December 2023 together with the audit report thereon, which appear on pages 150 to 220 of the 2023 Annual Report, available at <https://www.bunzl.com/media/0aljxph1/annual-report-2023.pdf>;
- (iii) the unaudited condensed consolidated interim financial statements of the Group for the six month period ended 30 June 2024 which appear on pages 11 to 47 of the 2024 Half Year Report, available at <https://www.bunzl.com/media/s2cbibes/rns-2024-hy-results-final.pdf>;
- (iv) future audited annual financial statements of the Group and future audited or unaudited interim financial statements of the Group as and when any such financial statements are published in accordance with the ISM Rulebook;
- (v) the Terms and Conditions of the Notes contained on pages 48 to 91 of the admission particulars dated 21 July 2020; and
- (vi) the Terms and Conditions of the Notes contained on pages 49 to 92 of the admission particulars dated 20 November 2023,

save that any statement contained in a document which is incorporated by reference herein shall be modified or superseded for the purpose of these Admission Particulars to the extent that a statement contained herein modifies or supersedes such earlier statement (whether expressly, by implication or otherwise). Any statement so modified or superseded shall not, except as so modified or superseded, constitute a part of these Admission Particulars.

Except as set out above, no other portion of these documents is incorporated by reference into these Admission Particulars and those portions which are not specifically incorporated by reference in these Admission Particulars are either not relevant for prospective investors or the relevant information is included elsewhere in these Admission Particulars.

Copies of documents incorporated by reference in these Admission Particulars may be obtained (without charge) from the registered office of the Issuer during normal business hours and may also be obtained at <https://www.bunzl.com>, being the Guarantor's website and on the website of the Regulatory News Service operated by the London Stock Exchange at <http://www.londonstockexchange.com/exchange/news/market-news/market-news-home.html>.

The contents of the Guarantor's website or any website directly or indirectly linked to the Guarantor's website do not form part of these Admission Particulars and investors should not rely on them.

Any documents themselves incorporated by reference in the documents incorporated by reference in these Admission Particulars shall not form part of these Admission Particulars.

## OVERVIEW OF THE PROGRAMME

The following section contains basic information about the Programme. It is not intended to be complete and is subject to important limitations and exceptions. It may therefore not contain all information that is important to prospective investors. For a more complete understanding of the Programme and any Notes issued therefrom, including certain definitions and terms used in this overview, prospective investors should refer to the section headed “*Terms and Conditions of the Notes*” and you should also carefully consider the information set out under the section titled “*Risk Factors*”.

<b>Issuer:</b>	Bunzl Finance plc, a wholly owned subsidiary of Bunzl plc
<b>LEI Number of Issuer:</b>	549300G276IH2GSE0E88
<b>Guarantor:</b>	Bunzl plc
<b>LEI Number of Guarantor:</b>	213800Q1Q9DV4L78UM09
<b>Description:</b>	Euro Medium Term Note Programme
<b>Size:</b>	Up to £2,000,000,000 (or the equivalent in other currencies at the date of issue) in aggregate nominal amount of Notes outstanding at any one time. The Issuer may increase the aggregate nominal amount of the Programme in accordance with the terms of the Dealer Agreement.
<b>Arranger:</b>	NatWest Markets Plc
<b>Dealers:</b>	Banco Santander, S.A. BNP Paribas Commerzbank Aktiengesellschaft Crédit Agricole Corporate and Investment Bank Danske Bank A/S ING Bank N.V. Merrill Lynch International National Australia Bank Limited (ABN 12 004 044 937) NatWest Markets Plc SMBC Bank International plc UniCredit Bank GmbH Wells Fargo Securities International Limited
<b>Trustee:</b>	Citicorp Trustee Company Limited
<b>Issuing and Paying Agent:</b>	Citibank, N.A., London Branch
<b>Registrar:</b>	Citigroup Global Markets Europe AG

**Issue Price:** Notes may be issued at their nominal amount or at a discount or premium to their nominal amount.

**Method of Issue:** The Notes will be issued on a syndicated or non-syndicated basis. The Notes will be issued in series (each a “**Series**”) having one or more issue dates and on terms otherwise identical (or identical other than in respect of the first payment of interest), the Notes of each Series being intended to be interchangeable with all other Notes of that Series. Each Series may be issued in tranches (each a “**Tranche**”) on the same or different issue dates. The specific terms of each Tranche (which will be completed, where necessary, with the relevant terms and conditions and, save in respect of the issue date, issue price, first payment of interest and nominal amount of the Tranche, will be identical to the terms of other Tranches of the same Series) will be completed in the Pricing Supplement.

**Form of Notes:** The Notes may be issued in bearer form (“**Bearer Notes**”) or in registered form (“**Registered Notes**”) only.

Each Tranche of Bearer Notes will initially be represented by a temporary global note (the “**Temporary Global Note**”), without interest coupons, or a Permanent Global Note (as defined below), without interest coupon. Interests in a Temporary Global Note will be exchangeable for interests in a permanent global note (the “**Permanent Global Note**” and, together with the Temporary Global Note, the “**Global Notes**”) 40 days (or such other period as may be specified in the applicable Pricing Supplement) after the Temporary Global Note is issued, upon certification as to non-U.S. beneficial ownership. Interests in a Permanent Global Note will be exchangeable for definitive Notes only in certain limited circumstances — see “*Summary of Provisions relating to the Notes while represented by the Global Notes*”, which will be issued in.

Registered Notes will be represented by Certificates, one Certificate being issued in respect of each Noteholder’s entire holding of Registered Notes of one Series. Certificates representing Registered Notes that are registered in the name of a nominee for one or more clearing systems are referred to as “**Global Certificates**”.

**Clearing Systems:** Euroclear Bank SA/NV (“**Euroclear**”), Clearstream Banking S.A. (“**Clearstream, Luxembourg**”) and/or any other relevant clearing system, as agreed between the Issuer, the Issuing and Paying Agent and the relevant Dealer.

<b>Initial Delivery of Notes:</b>	On or before the issue date for each Tranche, if the relevant Global Note is a NGN or the relevant Global Certificate is held under the NSS, the Global Note or Global Certificate will be delivered to a Common Safekeeper for Euroclear and Clearstream, Luxembourg. On or before the issue date for each Tranche, if the relevant Global Note is a CGN or the relevant Global Certificate is not held under the NSS, the Global Note representing Bearer Notes or the Global Certificate representing Registered Notes may be deposited with a common depository for Euroclear and Clearstream, Luxembourg. Global Notes or Global Certificates may also be deposited with any other clearing system or may be delivered outside any clearing system provided that the method of such delivery has been agreed in advance by the Issuer, the Issuing and Paying Agent and the relevant Dealer. Registered Notes that are to be credited to one or more clearing systems on issue will be registered in the name of nominees or a common nominee for such clearing systems.
<b>Currencies:</b>	Subject to compliance with all relevant laws, regulations and directives, Notes may be issued in any currency agreed between the Issuer and the relevant Dealers.
<b>Specified Denomination:</b>	Subject to compliance with all relevant laws, regulations and directives, Notes will be issued in such denominations as may be specified in the applicable Pricing Supplement, save that no Notes may be issued under the Programme which have a denomination of less than €100,000 (or its equivalent in any other currency at the date of their issue).
<b>Maturities:</b>	Subject to compliance with all relevant laws, regulations and directives, any maturity specified in the applicable Pricing Supplement.
<b>Fixed Rate Notes:</b>	Each Fixed Rate Note bears interest at a fixed rate payable in arrear on the date or dates specified in the applicable Pricing Supplement.
<b>Floating Rate Notes:</b>	Each Floating Rate Note bears interest at a rate determined separately for each Series as follows: <ul style="list-style-type: none"> <li>(i) on the same basis as the floating rate under a notional interest rate swap transaction in the relevant Specified Currency governed by an agreement incorporating the 2006 ISDA Definition, as published by the International Swaps and Derivatives Association, Inc. or</li> </ul>



- (ii) by reference to SONIA or EURIBOR, as adjusted for any applicable margin.

Floating Rate Notes may also have a maximum interest rate, a minimum interest rate or both.

Interest periods will be specified in the applicable Pricing Supplement.

**Zero Coupon Notes:** Zero Coupon Notes (as defined in “*Terms and Conditions of the Notes*”) may be issued at their nominal amount or at a discount to it and will not bear interest.

**Redemption:** The applicable Pricing Supplement will specify the basis for calculating the redemption amounts payable. Unless previously redeemed, purchased and cancelled, each Note shall be finally redeemed on the Maturity Date specified in the applicable Pricing Supplement.

**Optional Redemption:** The applicable Pricing Supplement will state whether such Notes may be redeemed prior to their stated maturity at the option of the Issuer (either in whole or in part) and/or the Noteholders, and if so the terms applicable to such redemption.

**Early Redemption:** Except as provided in “*Optional Redemption*” above, Notes will be redeemable at the option of the Issuer prior to maturity for tax reasons only, as described in the “*Terms and Conditions of the Notes – Redemption, Purchase and Options*”.

**Events of Default:** Events of Default under the Notes include non-payment of interest for 14 days, or principal for seven days, breach of other obligations under the Notes or the Trust Deed (which breach is not remedied within 30 days), cross-acceleration relating to indebtedness for borrowed moneys of the Issuer, the Guarantor or any Material Subsidiary (as defined in Condition 10) subject to an aggregate threshold of £10,000,000 and certain events related to insolvency or winding up of the Issuer, the Guarantor or any Material Subsidiary, as described in “*Terms and Conditions of the Notes – Events of Default*”. Certain events require certification by the Trustee that, in the Trustee’s opinion, such events are materially prejudicial to the interests of Noteholders before they will fall to be Events of Default.

**Negative Pledge:** The terms of the Notes contain a negative pledge provision pursuant to which none of the Issuer nor the Guarantor, and procure that no Material Subsidiary (as defined in Condition 10) may create or have outstanding any Security Interest (as defined in Condition 4) upon the whole or any part of its or their

respective undertakings, assets or revenues (including any uncalled capital), present or future, to secure any Relevant Indebtedness (as defined in Condition 4) without securing the Notes equally and rateably therewith, subject to certain important exceptions, including in relation to certain Permitted Security Interests, as further described in “*Terms and Conditions of the Notes - Negative Pledge*”.

**Guarantee:**

The payment of all sums expressed to be payable by the Issuer under the Trust Deed, the Notes and the Coupons has been unconditionally and irrevocably guaranteed by the Guarantor in the Trust Deed (the “**Guarantee**”). The obligations of the Guarantor under the Guarantee will be direct, unconditional, unsubordinated and (subject to the provisions of Condition 4) unsecured obligations of the Guarantor and (subject as provided above) will rank *pari passu* with all other outstanding unsecured and unsubordinated obligations of the Guarantor, present and future, but, in the event of insolvency, only to the extent permitted by applicable laws relating to creditors’ rights.

**Status of the Notes:**

The Notes will be direct, unconditional, unsubordinated and (subject to the provisions of Condition 4) unsecured obligations of the Issuer and (subject as provided above) will rank *pari passu*, without any preference among themselves, with all other outstanding unsecured and unsubordinated obligations of the Issuer, present and future, but, in the event of insolvency, only to the extent permitted by applicable laws relating to creditors’ rights.

**Withholding Tax and Additional Amounts:**

The Issuer or, as the case may be, the Guarantor will pay such additional amounts as may be necessary in order that the net amounts received by each Noteholder in respect of the Notes, after withholding for any taxes imposed by tax authorities in the UK upon payments made by or on behalf of the Issuer or the Guarantor in respect of the Notes, will equal the amount which would have been receivable in the absence of any such withholding taxes, subject to customary exceptions, as described in Condition 8 of the Terms and Conditions of the Notes.

**Admission to trading:**

Application has been made to the London Stock Exchange for Notes to be admitted during the period of 12 months from the date of approval of these Admission Particulars to trading on the ISM. The Notes admitted to trading on the ISM are not admitted to the Official List of the FCA.

**Governing Law:** The Notes and the Trust Deed will be governed by, and construed in accordance with, English law.

**Credit Rating:** The Programme has been rated BBB+ by S&P, which is established in the UK and is registered under the CRA Regulation, as amended. Tranches of Notes issued under the Programme may be rated or unrated. Where a Tranche of Notes is rated, such rating will not necessarily be the same as the rating(s) (if any) assigned to the Issuer, the Guarantor, the Programme or the rating(s) assigned to Notes already issued. Where a Tranche of Notes is rated, the applicable rating(s) will be specified in the relevant Pricing Supplement. A credit rating is not a recommendation to buy, sell or hold securities and may be subject to suspension, reduction or withdrawal at any time by the assigning rating agency.

**Selling Restrictions:** Notes issued under the Programme have not been and will not be registered under the Securities Act and, subject to certain exceptions, may not be offered, sold or delivered within the United States or to, or for the account or benefit of, U.S. persons. The Notes may be sold in other jurisdictions (including the EEA and the UK) only in compliance with applicable laws and regulations. See "*Subscription and Sale*" below.

**Use of Proceeds:** The net proceeds of the issue of the Notes will be applied by the Issuer for general corporate purposes, which may include the repayment of existing financial indebtedness (which may include the repayment of existing financial indebtedness owed to some or all of the Dealers) and acquisitions, or as may otherwise be disclosed, in respect of any issue of Notes, in the relevant Pricing Supplement.

## RISK FACTORS

*The Issuer believes that the following factors may affect its ability to fulfil its obligations under the Notes issued under the Programme and the Guarantor believes that the following factors may affect its ability to fulfil its obligations under the Guarantee. Most of these factors are contingencies which may or may not occur and neither the Issuer nor the Guarantor is in a position to express a view on the likelihood of any such contingency occurring. In addition, risk factors which are specific to the Notes are also described below.*

*Factors which the Issuer and the Guarantor believe may be material for the purpose of assessing the market risks associated with the Notes are also described below.*

*The Issuer and the Guarantor believe that the factors described below represent the principal risks inherent in investing in the Notes issued under the Programme, but the inability of the Issuer to pay interest, principal or other amounts on or in connection with any Notes or of the Guarantor to make payments due under the Guarantee may occur for other reasons and neither the Issuer nor the Guarantor makes any representation that the statements below regarding the risks of holding any Notes are exhaustive. The realisation of one or more of these risks could individually or together with other circumstances affect the business, financial condition, results of operations and prospects of the Group and the occurrence of certain of the risk factors described below could increase the risk of other risk factors described below materialising and/or heighten the consequences arising from these risk factors. Prospective investors should also read the detailed information set out elsewhere in these Admission Particulars, including the information incorporated by reference in these Admission Particulars, and analyse all other relevant persons, and market, political, regulatory and economic factors (or such other factors) as they deem appropriate in order to reach their own views prior to making any investment decision.*

*Risks expressed as affecting the Group should, unless otherwise indicated, be taken to affect the Issuer and the Guarantor.*

### **RISKS RELATING TO THE ISSUER, THE GUARANTOR AND THE BUSINESS OF THE GROUP**

***Factors that may affect the Issuer's and the Guarantor's ability to fulfil their respective obligations under or in connection with the Notes***

**The Group could be adversely affected by geopolitical and economic instability, including as a result of inflationary or deflationary pressures, in the markets in which it operates**

The Group is a specialist international distribution and services group, supplying a broad range of internationally sourced non-food products to a variety of market sectors across more than 30 countries. Consequently, the Group's business, financial condition, results of operations and/or prospects may be adversely affected by changes in global economic and geopolitical conditions. The Group may be adversely affected by global economic volatility and/or unfavourable economic developments, such as low gross domestic product growth in regional and national economies, high volatility in commodity prices and exchange rates and wide variations in local market prices.

This may be exacerbated by economic uncertainty caused by geopolitical instability in local markets and beyond.

In recent years, the Group has faced significant product cost inflation particularly in plastics, paper, and chemicals, but was able to benefit from increases in sales prices leading to revenue growth. As the overall rate of inflation in the markets in which the Group operates fell over the course of 2023, with some deflation in the final quarter, the positive effect of increased sales prices achieved in prior years on revenue growth has reduced, particularly in North America. Although overall the inflation rate remained higher in Continental Europe and the UK and Ireland relative to North America, all regions experienced a reducing inflation benefit over the course of 2023 and broadly equal deflation over the first half of 2024. The Group may be adversely affected by any future decline in the rate of inflation.

Similarly, as a specialist business-to-business (“**B2B**”) distribution services business the Group also faces risks if the rate of inflation falls below zero (i.e., in a deflationary environment), which could adversely affect the value of its inventory and the price it is able to charge for its goods. Whilst the essential nature of the products the Group provides generally allows inventory to be turned quickly, there can be no guarantee that market conditions will always accommodate swift and advantageous sales, particularly in a deflationary context. There can be no assurance that the Group will be able to continue to successfully combat inflation or deflation in the future. For further information, see the risk factor entitled “*Product prices and operating costs in the specialist distribution and services industry are subject to significant fluctuations*” below.

Furthermore, the Group is supported by the essential nature of its products to its customers and its diversification. Economic slowdown in the markets in which the Group operates may lead to a reduction in the level of demand from the Group’s customers for new and existing services. The Group’s operations in low-growth economies with inherent operating cost inflation may make it difficult for the Group to maintain profitability (for more information see the risk factors entitled “*Product prices and operating costs in the specialist distribution and services industry are subject to significant fluctuations*” and “*The Group is exposed to the risk of default by its customers and suppliers*” below).

Although the Group has historically not operated within Russia and Ukraine, the Group’s business and operations may be adversely impacted as a result of the broader geopolitical and economic consequences of the Russian invasion of Ukraine, including due to elevated geopolitical instability, additional trade restrictions, disruptions to global supply chains and increases in commodity and energy prices, with resulting global inflationary impacts driving operating cost inflation, adverse impacts on markets and a downturn in the global economy. The conflict in the Middle East also presents a risk to the Group. The Group has two small businesses in Israel, where sales have declined significantly since the outbreak of the Israel-Hamas war in October 2023. Whilst the Group has not historically operated within Lebanon and continues to have minimal operations in the Middle East, the broader regional conflict poses additional geopolitical and economic uncertainties which may escalate further should the armed conflict deteriorate or expand to involve other states in which the Group operates.

More broadly, the Group is exposed to a wide range of geopolitical and economic risks, including the adverse geopolitical or economic developments in, or affecting, the Group’s key countries and regions, including, but not limited to, the outbreak or escalation of war or other conflicts,

pandemics (including any resurgence or new strain of COVID-19) and epidemics, rising interest rates, recessionary conditions, default on sovereign debt, a significant decline in the credit rating of one or more sovereigns or financial institutions, or other disruptions in local, regional, and international political and economic conditions.

### **The Group operates in a highly competitive environment**

The specialist distribution and services market in which the Group operates is highly competitive in all product and service offerings and geographic areas of operation, with many participants, both national and international. Competition in the markets in which the Group operates is based principally on some or all of the following factors, depending on the product and market involved: price, quality, product specifications and design, location, overall product performance and service. The Group's competitors break down into four main groups: (i) businesses which are self-distributing; (ii) distribution companies whose main focus is on other market sectors or products; (iii) local, regional and national suppliers; and (iv) manufacturers that supply products directly to end users. Unforeseen changes in the competitive landscape, such as increased competition or an existing competitor or new market entrant introducing disruptive technologies or changes in routes to the market, could lead to a reduction in the Group's sales and profitability and have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects. Customers (especially large or growing customers) could exert pressure on the Group's selling prices (thereby reducing its margins), switch to a competitor or ultimately choose to deal directly with suppliers. Any of these competitive pressures could lead to a loss of market share and a reduction in the Group's revenue and profits.

### **The Group is exposed to the risk of default by its customers and suppliers**

The Group has entered into a number of financial and other agreements with customers, suppliers and other counterparties. The Group is exposed to the risk of default by customers who have agreed to purchase products from the Group, suppliers who have agreed to supply goods or services to the Group and others with whom the Group has entered into financial and other arrangements. The Group's customers and suppliers may be adversely affected by economic conditions, including as a result of persistent inflationary pressures, disruptions to capital and credit markets and decreased demand for their products and services. The Group's exposure to default by counterparties may increase if economic conditions deteriorate. If any of the Group's key customers or suppliers and/or a significant number of smaller customers and suppliers, are adversely affected by these risks or otherwise face financial collapse, the Group may face reductions in demand for its products, an increase in the number of customers failing to pay invoices when due (or, in the case of insolvency, at all), erosion of operating margins due to under-used capacity, and disruptions in supply or distribution channels which could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects. Although the Group did not encounter any material customer insolvencies in 2023, and continues to actively monitor customer risk (including by monitoring significant customer developments, running credit checks and reviewing credit limits), the possibility of unexpected customer insolvency (particularly within the retail and foodservice sectors) remains a real risk given the current potential for global economic downturn.

The Group also works to ensure its supply chains are responsible and regularly audits its suppliers. If the Group's audits identify non-conformities against its standards (for example,

instances of forced labour or overtime or wage violations) and it is not possible to resolve these issues, the Group may terminate these relationships. Any significant increase in failed audits, and thus terminated supplier relationships, could materially and adversely affect the Group's business, operations and reputation.

**Product prices and operating costs in the specialist distribution and services industry are subject to significant fluctuations**

There can be no assurance that the price the Group is able to charge for products will increase or even remain at present levels. The price that the Group is able to charge for the products it distributes is affected by overall changes in capacity and production and by demand for such products, which is in turn influenced by general economic conditions, changes in customer spending and inventory levels maintained by the Group's customers. Changes in price differ between products and geographic regions, and the timing and magnitude of such changes have varied significantly over time and are unpredictable.

The Group experienced elevated levels of price volatility in 2023 compared to recent years, though this began to normalise during the second half of 2023 with increased product cost deflation (particularly in North America). In the first half of 2024, the Group experienced deflation across North America, Continental Europe and the UK and Ireland. Operating cost inflation impacted the same geographical areas, mainly driven by lease renewals which remained high. The volatility that may occur in the future, particularly in light of the economic uncertainties arising as a result of the energy crisis and geopolitical instability driven by the ongoing hostilities in Ukraine, the Middle East and elsewhere globally, may make increases more significant going forward.

In a deflationary environment, there is a risk that the Group's revenue and, as a result, its profits could be reduced and the value of inventory held in stock may not be fully recoverable. A reduction in the cost of products bought by the Group due to suppliers passing on lower commodity prices, reduced wage costs, lower trade tariffs and/or foreign currency fluctuations, particularly when coupled with any action from competitors to reduce their selling prices, may require the Group to pass on such cost reductions to customers, especially those on indexed or cost-plus pricing arrangements. Whilst the Group continually evaluates ways to improve productivity and general efficiency measures to manage and reduce operating costs to minimise the impact of price deflation, the outlook for product costs remains an uncertainty and could have an adverse impact on the Group's business, financial condition and results of operations.

In an inflationary environment, the Group may be adversely affected by sudden or material increases in the level of its operating costs or cost increases by suppliers due to the pass-through of higher commodity prices (such as plastic or paper), higher trade tariffs and/or foreign currency fluctuation. Over 2023, the Group was largely successful in passing on product cost inflation (which eased considerably in comparison to 2022), though inflation in operating costs remained generally elevated. To the extent that such cost increases cannot be passed through to customers, in whole or in part, the Group's business, results of operations, financial condition and/or prospects could be materially adversely impacted.

For further information, see the risk factor entitled “*The Group could be adversely affected by geopolitical and economic instability, including as a result of inflationary or deflationary pressures, in the markets in which it operates*” above.

### **Failure to make acquisitions in the future or to integrate successfully and subsequently manage acquired operations may adversely affect the Group’s business**

A key component of the Group’s historical growth strategy and one of the key sources of competitive advantage has been achieved through the acquisition of businesses and the Group’s growth strategy includes additional acquisitions. Although the Group operates in a number of fragmented markets which provide future acquisition opportunities, there can be no assurance that the Group will be able to make acquisitions in the future. Insufficient acquisition opportunities, through a lack of availability of suitable companies to acquire or an unwillingness of business owners to sell their companies to the Group could adversely impact future profit growth. Whilst the Group strives to maintain an active acquisition pipeline (which is closely monitored in conjunction with the conducting of research for investment opportunities), there can be no guarantee that the Group will continue to maintain recent levels of committed acquisition spend on value-accretive targets. There is also a risk that not all of the acquisitions made will be successful due to the loss of key people or customers post-acquisition, deterioration in the economic environment of the acquired business, inadequate pre-acquisition due diligence related to the target company and its market or economic decline shortly after an acquisition, could lead to the Group paying more for a company than its fair value.

In the longer term, if an acquisition consistently underperforms compared to its pre-acquisition expectations, there is a risk that this will lead to lower profits as well as a need to record an impairment charge against any associated intangible assets. Any difficulties or delays in achieving the successful integration of new acquisitions could have a material adverse effect on the Group’s business, financial condition, results of operations and/or prospects.

### **The Group is exposed to changes in regulation and legislation, consumer demand and market behaviour driven by increased focus on sustainability**

#### *Changes in regulation and legislation*

The Group sells a number of single-use plastic-based products, which have come under increasing focus as a result of environmental and sustainability concerns in light of increasing severe weather events caused by climate change. The EU, the UK, Australia, New Zealand, parts of the US, including the states of California and New York, and Canada have all implemented legislative and regulatory frameworks which target the reduction or prohibition of certain plastic-based products, and other countries have either already implemented or are considering implementing new legislation that discourages the use of certain single-use plastic products. In particular, the industry has been impacted by (i) the EU Directive on Single-Use Plastics (2019/904/EU), which took effect in the EU from July 2021, resulting in manufacturers incurring costs in the form of additional taxes and levies, with the potential for further adoption across non-EU markets, and (ii) the introduction in England of the Environmental Protection (Plastic Plates etc. and Polystyrene Containers etc.) (England) Regulations 2023 (and similar regulations in each of Scotland, Wales and Northern Ireland) which impose civil penalties for the supply of single-use plastic plates, bowls, trays, cutlery and other items. In July 2024, the Office for the Internal Market,



part of the Competition and Markets Authority, launched a study into regulatory restrictions on single-use plastics across the UK internal market; the outcome of the study has not yet been made public but could, if acknowledged by the UK Government, have a further impact on the regulatory framework in the UK.

Although the Group's exposure to single-use plastic consumables facing regulation is relatively limited (2 per cent. as at 31 December 2023), the implementation of any further regulations could require the Group to: (i) cease placing products into the market which face an outright ban or complete restriction (impacting product range and profits), (ii) adopt transitional measures for products with existing measures controlling usage, or (iii) substitute single-use plastic products where alternatives do not exist at scale in order to comply with regulation (which could give rise to unintended consequences such as higher carbon emissions). For a discussion of the Group's exposure to single-use plastic products, see "*Description of the Business and Information on the Group—Environmental and social sustainability—Sustainable packaging*" below.

Any further change in legislation in countries where the Group operates, or failure or delay in reacting to the implementation of such legislation, may prevent or restrict the Group from being able to sell some of its products and could adversely affect its reputation, operations, and financial performance.

#### *Shifting customer expectations*

Consumers are increasingly making changes to their behaviour in response to environmental and sustainability concerns, often in advance of any change in legislation. The Group's customers are setting more stringent environmental targets and the Group is increasingly expected to help customers achieve their ambitions and goals. Such changes in consumer preference, coupled with legislative and regulatory changes, could reduce demand for the single-use plastic-based products that the Group sells, with a simultaneous increase in demand for sustainably sourced, recyclable or reusable alternatives. Whilst the Group is focussed on developing sustainable solutions and innovations, if for any reason the Group is unable to offer more sustainably sourced, recyclable, compostable, biodegradable or re-useable alternatives that replace products that cannot be sold due to legislative changes, reduced demand, commercial availability or a decline in customer acceptance, this could lead to a reduction in the Group's revenue and profits, which could have a material adverse effect on the Group's overall financial condition. Further, a failure by the Group to appropriately respond to and cater for heightened governmental or public pressure for addressing climate change and any other environmental issues or to meet increasing demands for greater disclosure could damage the Group's reputation and potentially lead to a loss of sales.

#### *Environmental impacts of technology*

Technological advances will drive decarbonisation of the Group's commercial fleet and shipping suppliers. Further, regulatory pressure on the use of fossil fuels for mobility is expected and consequently regulations could limit the Group's ability to access major urban areas for last mile deliveries. The Group may need to upgrade to less carbon intensive technologies such as electric vehicle technology in its commercial goods vehicles or energy efficient measures in warehouses. However, such upgrades could require the Group to incur capital expenditures and could have a negative impact on operations (for example due to reduced energy density or range limitations

on electric vehicle batteries for long haul trucks). In addition, such assets could become uneconomical to run; given the novelty of these technologies, there is a possibility that the cost of replacing or maintaining any upgrades could become untenable in the future. This could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

#### *Changing market dynamics*

In addition, climate change may create a demand for low carbon products or for the supply of products which help mitigate the physical impact of climate change. Failure by the Group to adapt to these changing market dynamics may impact the Group's business. At the same time, the Group may also face indirect costs increases from carbon intensive products where carbon prices increase and no suitable substitute materials exist or are cost-effective.

#### *Adaptation to extreme weather*

Climate change has over recent years become a prominent issue, which is rapidly becoming more material; this may impact both the Group's direct operations and the value chain in which the Group operates. In future, the Group may face increased business continuity risks from acute and chronic climatic events.

Certain markets and regions are increasingly affected by extreme weather which could, in some areas, impact the Group's commercial strategy. In recent years, hurricanes and wildfires in North America disrupted the Group's distribution activities and wildfires and flooding threatened the Group's Australian operations. The severity and frequency of extreme weather events could increase in the future. While the flexibility of Bunzl's supply chain has provided good operational resilience to the physical impacts of climate change, there could be an impact if several key customers in a high risk region were impacted simultaneously. More chronic impacts of climate change, such as drought or increased rainfall may, in certain circumstances, also lead to resource shortages and price volatility of raw materials and packaging. There is no assurance that the Group will be able to mitigate these risks in the future, especially if the frequency of extreme weather events increases.

#### **The Group is exposed to cyber security risk**

The Group's operations are dependent on the availability of its IT systems. The Group is increasing its digital footprint through acquisition and investment in e-commerce platforms and efficiency-enhancing IT systems, and therefore remains exposed to the risk of hardware or software failure or the threat posed by cyber-attacks, which are increasingly frequent, sophisticated and wider in scope. The occurrence of one or more cyber-attacks may result in the loss of data, financial fraud and the shutdown of the Group's IT systems. Weak cyber defences, through a failure to keep up with increasing cyber risk and insufficient IT disaster recovery planning and testing, could increase the likelihood and severity of a cyber-attack leading to business disruption, reputational damage and loss of customers and/or a fine under applicable data protection legislation which could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

The Group's vulnerability to cyberattacks could also be increased due to a significant proportion of its employees working remotely. Unauthorised access to the Group's IT systems could disrupt the Group's business and/or lead to theft, loss or misappropriation of critical assets or to outside parties having access to confidential or even highly confidential information, including privileged data, personal data or strategic information of the Group and its current or former employees, customers and suppliers. Such information could also be made public in a manner that harms the Group's reputation and financial results and, particularly in the case of personal data, could lead to regulators imposing significant fines on the Group.

#### **Adverse economic and credit market conditions may have a material adverse effect on the Group's ability to raise future debt or equity**

The Group's ability to raise debt and/or equity financing in the medium and longer term will be significantly influenced by, among other things, general economic conditions, developments in the credit markets, volatility in the equity markets, investors' desire to maintain cash and to assume additional levels of risk and the Guarantor's credit rating. In particular, insufficient liquidity in financial markets, including as a result of general market instability, could lead to banks and institutions being unwilling to lend to the Group. There can be no assurance that the Group will be able to raise debt and/or equity finance on attractive terms, or at all, and it may need to seek additional financing from alternative sources, which could be on unfavourable terms or at a higher cost than it currently pays. If this were to occur, it could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

#### **The Group is subject to a wide range of laws and regulations**

The Group is subject to a wide range of laws and regulations in all the jurisdictions in which it operates, including international, national, state and local laws and regulations. These include laws and regulations relating to exports, import tariffs, repatriation of capital and exchange controls, taxation, anti-bribery, anti-trust, labour standards, the environment and occupational health and safety. These requirements are complex, frequently changing and have tended to become more stringent over time. For example, tax laws and tax rates around the world are constantly changing and the Group is exposed to the risk of changes in tax legislation and its interpretation and increases in the rate of corporate and other taxes in the jurisdictions in which the Group operates. In particular, the Group is increasingly subject to environmental, social and governance ("ESG") regulation (for example, UK sustainability reporting standards) which is expected to expand in the coming years, such as with the introduction of proposed EU mandatory sustainability reporting. Whilst the Group has sought to align its ESG approach with future reporting legislation requirements (including under the European Corporate Sustainability Reporting Directive) by following the European Sustainability Reporting Standards guidance, there can be no guarantee of future or continued alignment. The costs associated with compliance with these laws and regulations are unpredictable and possible future laws and regulations or changes to existing laws and regulations (including the imposition of higher taxes) could require the Group to incur additional expenses or capital expenditures, or, in the case of import tariffs, affect the competitiveness of products distributed by the Group in those markets. Any such cost increases or changes in tariffs could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

In addition, due to the nature of the products which the Group distributes, the Group faces potential claims from customers in relation to the supply of defective products or breaches of contractual arrangements. The sourcing of products from lower cost countries increases the risk of the Group being unable to recover any potential losses relating thereto from the relevant supplier. Any losses resulting from third party litigation could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

**Failure to comply with its financial and debt covenants may have a material adverse effect on the Group's ability to meet financial obligations**

The Group requires continuous access to funding to meet its financial obligations, support investment in organic growth, make acquisitions when appropriate opportunities arise and pay dividends to shareholders. There is a risk that the Group may be unable to obtain the necessary funds when required or that such funds will only be available on unfavourable terms.

The Group's borrowing facilities include a requirement to comply with certain specified covenants in relation to the level of net debt and interest cover. A breach of those covenants resulting from, among other things, a significant and rapid deterioration in the Group's business, foreign exchange fluctuations or a failure to manage working capital levels could result in a significant proportion of the Group's borrowings becoming repayable immediately, which could, in turn, have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

**Changes in customer preferences and the Group's failure to develop and/or source new products to meet changing customer demand could adversely affect demand for products distributed by the Group**

Changes in customer preferences, including any changes resulting from or being amplified by pressures in an inflationary environment affect the demand for products distributed by the Group and customer behaviour generally. The Group's ability to meet shifts in customer demand will depend upon its ability to correctly anticipate changes in customer preferences and develop and/or source new products on a competitive and cost-effective basis. There can be no assurances that the Group will be able to meet changes in customer preferences in the future, and the failure to do so could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

**Credit ratings**

The Programme has been rated BBB+ by S&P. While the Guarantor intends to maintain an investment grade credit rating, there can be no assurances that it will be able to do so. A decision by S&P or any other rating agency to downgrade or withdraw, or not to assign, the Guarantor's credit rating would reduce the Group's funding options, increase the Group's cost of borrowings and could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

### **The Issuer is a finance vehicle**

The Issuer is a finance vehicle whose primary business is to raise money for the sole purpose of on-lending to other members of the Group. Accordingly, the Issuer has no trading assets and does not generate any trading income of its own. Substantially all of the Issuer's assets are loans and advances made to other members of the Group and the ability of the Issuer to satisfy its obligations in respect of the Notes will depend upon payments made to it by other members of the Group in respect of loans and advances made by the Issuer. Failure by any recipient of on-lending by the Issuer to comply with its payment obligations in a timely fashion could have a material adverse effect on the ability of the Issuer to fulfil its obligations under the Notes – it is for this reason the Notes are guaranteed by the Guarantor. In those circumstances, Noteholders would continue to benefit from the obligations of either the Issuer or the Guarantor, as applicable, under the Guarantee.

Each of the Issuer and the Guarantor believes that there are no other specific, material risk factors peculiar to the Issuer that may affect its ability to pay interest, principal or other amounts in connection with the Notes, other than the risks described below in relation to the structure of the Notes, in relation to the Notes generally and in relation to the market generally. However, by virtue of its dependence on the Guarantor, each of the risks described herein that affect the Guarantor will also indirectly affect the Issuer.

### **Payments on the Notes are structurally subordinated to the liabilities and obligations of the Guarantor's subsidiaries**

The Guarantor is a holding company within the Group, with the Group's operations being conducted by operating subsidiaries of the Guarantor, and is therefore dependent upon the receipt of dividends, distributions or advances from each of its subsidiaries. Such subsidiaries are separate and distinct legal entities and (other than the Issuer) have no obligation to pay, or provide funds in respect of, any amounts due in respect of the Guarantor's payment obligations under the Guarantee.

Accordingly, creditors of a subsidiary would have to be paid in full before sums would be available to the shareholders of that subsidiary (i.e., the Guarantor or another subsidiary of the Guarantor) and so to Noteholders. Neither the Terms and Conditions (the "**Conditions**") nor the Trust Deed limit the amount of liabilities that subsidiaries of the Guarantor may incur. In addition, the Guarantor may not necessarily have access to the full amount of cash flows generated by their operating subsidiaries, due in particular to legal or tax constraints, contractual restrictions and the subsidiary's financial requirements.

### **Significant interruption to the operations of any of the Group's major distribution facilities could have an adverse impact on the Group's financial results**

The Group's businesses operate globally, with its distribution facilities used to store the products sourced by the Group for onward sale to its customers. Although a large number of such distribution facilities offer flexibility and versatility to the Group's business, if operations at a number of these key distribution facilities were interrupted for any significant length of time for any reason, including fires, drought, explosions, planned or unplanned maintenance, or work

stoppages due to labour disputes, it could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

As a distribution company, the Group relies on heavy goods vehicles ("HGV") to distribute products around the jurisdictions it operates in and is dependent, among other things, on its ability to attract and retain qualified HGV drivers. Historically, the distribution sector in many parts of the world has been exposed to HGV driver shortages caused by wage inflation (predominantly post-COVID-19) and competition for highly qualified skilled workers. As at the date of these Admission Particulars, there has been no material impact on the Group's operations due to HGV driver shortages. However, if significant shortages are experienced in the future, it could have a material adverse effect on the distribution sector as a whole, which would materially affect the Group's business and results of operations.

#### **The Group may fail to detect fraudulent activities**

Certain of the Group's customers, suppliers, or other third parties may seek to obtain products fraudulently from, or submit fraudulent invoices to, any member of the Group. The Group has sought to extend best practice with a number of processes and controls to minimise opportunities for fraud. If the Group is unsuccessful in detecting fraudulent activities, it could suffer loss directly and/or lose the confidence of its customers and/or suppliers, which could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

#### **The Group may not be able to attract or retain high quality management resources**

The Group's continued success is dependent on the experience, skills and knowledge of its executive directors, senior management and key employees who provide expertise crucial to the Group's business and the implementation of the Group's strategy. The failure of the Group to recruit and retain executive directors, senior management and key personnel may cause a significant disruption to the Group's business, including its ability to implement the Group's strategy, which could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

#### **The Group may be adversely affected by increasing costs in maintaining its required level of workforce**

The Group's workforce constitutes a significant proportion of its cost base. Any inflationary pressures, as well as changes in applicable laws and regulations or other factors resulting in increased labour costs, could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

In the first half of 2024, wage inflation increased in all business areas in comparison with the prior year period, though the level was manageable and appears to have eased through to the second half of 2024. The labour market remains tight across some of the Group's international businesses and competition for labour continues to be high, which has resulted in a shortage in certain areas in which the Group operates. As at the date of these Admission Particulars, the Group's business has not been materially impacted by labour shortages.

**Failure to maintain good employee relations may affect the Group's operations and the success of its business**

Whilst the Group believes that relations with its employees are currently satisfactory, there can be no assurance that future developments in relation to the Group's businesses could not affect such relationships. A sustained labour dispute leading to a substantial interruption to one or other of the more significant businesses of the Group could have a material adverse effect on the Group's business, reputation, financial condition, results of operations and/or prospects.

**The Group's insurance coverage may be insufficient to cover losses or it could be subject to uninsured liabilities**

There are circumstances where insurance will not cover or be adequate to cover the consequences of an event or where the Group may become liable for costs incurred in events or incidents against which it either cannot insure or may have elected not to have insured (whether on account of prohibitive premium costs or for other commercial reasons). Although the Group maintains insurance that it considers adequate, liabilities incurred might exceed policy limits, carry a substantial excess charge or fall outside of the scope of the Group's applicable insurance protection. An uninsured loss could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

**Changes in the regulatory and/or accounting regimes for defined benefit pension liabilities could impose increased pension funding requirements and/or negatively impact the Group's distributable reserves**

The Group operates a number of pension schemes around the world (with material schemes in the United States and the UK), some of which offer defined benefits. The Group's United States and UK defined benefit pension schemes are closed to new entrants. Steps have also been taken to reduce the investment risk in these schemes, though the varying and unpredictable performance of underlying asset classes could increase the Group's net liability at any time. However, should investment returns be insufficient to meet the schemes' liabilities, the Group will have to fund any shortfall. The Group is also exposed to inflation risk through its UK defined benefit pension scheme (but not its US scheme, where liabilities are not directly tied to inflationary increases); if inflation is greater than expected, the Group's liabilities could increase substantially. In addition, mortality risk could impact the Group's pension scheme liabilities - improvements in life expectancy could alter the Group's scheme assumptions, resulting in greater payments. Taken together, these risks could result in a material change to the deficit or surplus of the pension schemes.

Changes to the financial reporting standards regarding how defined benefit pension liabilities are reflected in company balance sheets could adversely impact the Group's distributable reserves. Strengthening of the regulatory funding regime for pensions could increase requirements for cash funding of pensions. All or any of these factors could require the Group to make additional payments to meet the Group pension commitments, which could have a material adverse effect on the Group's business, financial condition, results of operations and/or prospects.

## RISKS RELATING TO THE NOTES

### FACTORS WHICH ARE MATERIAL FOR THE PURPOSE OF ASSESSING THE MARKET RISKS ASSOCIATED WITH THE NOTES

#### Risks related to certain Notes that may be issued from the Programme

A range of Notes may be issued under the Programme. A number of these Notes may have features which contain particular risks for potential investors. Set out below is a brief description of certain risks relating to such features:

*The value of and the amount payable under any Notes linked to a benchmark may be adversely affected by ongoing national and international regulatory reform in relation to benchmarks*

EURIBOR, SONIA and other “benchmarks” used to determine the amounts payable under financial instruments or the value of such financial instruments (each a “**Benchmark**” and together, the “**Benchmarks**”) have become the subject of regulatory scrutiny and recent national and international regulatory guidance and proposals for reform. Some of these reforms are already effective whilst others are still to be implemented. Such reforms have resulted in the cessation of certain benchmarks (including Sterling London Interbank Offered Rate (“**LIBOR**”), Japanese Yen LIBOR and US dollar LIBOR) and other benchmarks could in the future be eliminated entirely or declared unrepresentative. Further, these reforms may cause the relevant benchmarks to perform differently than in the past or have other consequences which cannot be predicted, and which may have a material adverse effect on the value of and the amounts payable under the Notes where such amounts are linked to or reference a Benchmark.

For example, Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds (the “**EU BMR**”) was published in the Official Journal on 29 June 2016 and became applicable in the EU from 1 January 2018 and the EU BMR as it forms part of UK domestic law by virtue of the EUWA (each, a “**Benchmark Regulation**”). In addition to the aforementioned regulation, there are numerous other proposals, initiatives and investigations which may impact Benchmarks.

Any changes to a Benchmark, whether as a result of any applicable Benchmark Regulation or other initiatives, could increase the costs and risks of administering or otherwise participating in the setting of a Benchmark and complying with any such regulations or requirements. Such factors may have the effect of discouraging market participants from continuing to administer or participate in certain Benchmarks, triggering changes in the rules or methodologies used in certain Benchmarks or leading to the disappearance of certain Benchmarks. Changes to the methodology or other terms of certain Benchmarks could also have the effect of reducing or increasing the volatility of such Benchmarks. Any of the above changes or any other consequential changes as a result of any Benchmark Regulation or other national or international reform could have a material adverse effect on the value of and the amounts payable under Notes where such amounts are linked to a Benchmark.



The Conditions provide for certain fallback arrangements in the event that a published Benchmark, such as EURIBOR or SONIA, (including any page on which such Benchmark may be published (or any successor service)) becomes unavailable.

#### *Fallback risks*

Investors should be aware that if a Benchmark rate, such as EURIBOR or SONIA, were discontinued or otherwise unavailable, the interest rate on Floating Rate Notes which are linked to or which reference such Benchmark rate will be determined for the relevant period by the fallback provisions applicable to such Notes.

If the circumstances described in the preceding paragraph occur in the case of Floating Rate Notes, and if (i) Screen Rate Determination is specified as the manner in which the Rate of Interest is to be determined, and (ii) a Benchmark Event occurs in relation to an Original Reference Rate when any Rate of Interest (or any component part thereof) remains to be determined by reference to such Original Reference Rate, such fallback arrangements will include the possibility that, despite the continued availability of the Original Reference Rate, the Issuer shall use its best efforts to appoint an Independent Adviser, or failing which, the Issuer may set a Successor Reference Rate, or failing which, an Alternative Reference Rate and in each case an Adjustment Spread (if any). The use of any such Successor Reference Rate or Alternative Reference Rate to determine the Rate of Interest may result in Notes linked to or referencing the Original Reference Rate performing differently (which may include payment of a lower Rate of Interest) than they would do if the Original Reference Rate were to continue to apply in its current form. In addition, the market (if any) for Notes linked to any such Successor Reference Rate or Alternative Reference Rate may be less liquid than the market for Notes linked to the Original Reference Rate. In certain circumstances, the ultimate fallback of interest for a particular Rate of Interest may result in the Rate of Interest for the last preceding Interest Determination Date being used. This may result in the effective application of a fixed rate for such Notes. In addition, due to the uncertainty concerning the availability of Successor Reference Rates and Alternative Reference Rates and the involvement of an Independent Adviser, the relevant fallback provisions may not operate as intended at the relevant time.

No consent of the Noteholders or Couponholders is required in connection with effecting any relevant Successor Reference Rate or Alternative Reference Rate (as applicable) or any other related adjustments and/or amendments described above.

Any such consequences could have a material adverse effect on the value of and return on any such Notes. Moreover, any of the above matters or any other significant change to the setting or existence of any relevant rate could affect the ability of the Issuer to meet its obligations under such Notes or could have a material adverse effect on the value or liquidity of, and the amount payable under, such Notes. Investors should note that the relevant Independent Adviser or the Issuer (as applicable) will have discretion to apply an Adjusted Spread to the relevant Successor Reference Rate or Alternative Reference Rate (as applicable) in the circumstances described above. The Adjustment Spread could be a spread or formula or methodology for calculating a spread in either case which: (i) in the case of a Successor Reference Rate, is formally recommended in relation to the replacement of the Original Reference Rate with such Successor Reference Rate by any Relevant Nominating Body, or (ii) in the case of a Successor Reference Rate for which no such recommendation has been made or in the case of an Alternative

Reference Rate, the Independent Adviser or the Issuer (as applicable) determines, is customarily applied to the relevant Successor Reference Rate or the Alternative Reference Rate (as the case may be) in international debt capital markets transactions to produce an industry-accepted replacement rate for the Original Reference Rate, or (iii) in the case that the Independent Adviser or the Issuer (as applicable) determines that no such spread is customarily applied, the relevant Independent Adviser or the Issuer (as applicable) determines is recognised or acknowledged as being the industry standard for over-the-counter derivative transactions which reference the Original Reference Rate, where such rate has been replaced by such Successor Reference Rate or Alternative Reference Rate (as applicable), or (iv) if the Independent Adviser or the Issuer (as applicable) determines that no such industry standard is recognised or acknowledged, the Independent Adviser or the Issuer (as applicable) (acting in good faith and in a commercially reasonable manner), determines to be appropriate. However, any such Adjustment Spread could have unexpected commercial consequences and there can be no assurance that, due to the particular circumstances of each Noteholder, any such adjustment will be favourable to each Noteholder or Couponholder.

Investors should consider all of these matters with respect to the Floating Rate Notes and consult their own independent advisers and make their own assessment about the potential risks imposed by Benchmark Regulation reforms when making their investment decision with respect to such Notes.

*The market continues to develop in relation to SONIA as reference rates for Floating Rate Notes*

Investors should be aware that the market continues to develop in relation to SONIA as a reference rate in the capital markets and its adoption as an alternative to sterling LIBOR. This relates not only to the substance of the calculation and the development and adoption of market infrastructure for the issuance and trading of Notes referencing SONIA, but how widely SONIA and its methodologies may be adopted. In particular, market participants and relevant working groups are exploring alternative reference rates based on SONIA, including term SONIA reference rate which seeks to measure the market's forward expectation of an average SONIA rate over a designated term.

SONIA is currently published by the Bank of England and is intended to be a measure of the rate at which interest is paid on sterling short-term wholesale funds in circumstances where credit, liquidity and other risks are minimal. It is the current preferred replacement rate to sterling LIBOR. SONIA has a limited history and its future performance cannot be predicted based on its historical performance.

Hypothetical or actual historical performance data are not indicative of, and have no bearing on, the potential performance of SONIA or Floating Rate Notes linked to, or which reference, a SONIA rate. The level of SONIA over the term of Floating Rate Notes may bear little or no relation to the historical level of SONIA. Prior observed patterns, if any, in the behaviour of market variables, such as correlations, may change in the future. The market, or a significant part thereof, may adopt an application of SONIA that differs significantly from that set out in the Conditions. As SONIA is published and calculated by third parties based on data received from other sources, the Issuer has no control over its determinations, calculations or publications. Furthermore, the Issuer may in future issue Notes referencing SONIA that differ materially in terms of interest determination when compared with any previous SONIA-referenced Notes issued under the

Programme. The continued development of SONIA-based rate for the Eurobond market and its infrastructure for adopting such a rate, could result in reduced liquidity or increased volatility or could otherwise affect the market price of any SONIA-referenced Notes issued under the Programme from time to time. There can be no guarantee that SONIA will not be discontinued or fundamentally altered in a manner that is materially adverse to the interests of investors in Floating Rate Notes linked to, or which reference, a SONIA rate (or that any applicable Benchmark fallback provisions provided for in the Conditions will provide a rate which is economically equivalent for Noteholders). The Bank of England has no obligation to consider the interests of Noteholders in calculating, adjusting, converting, revising or discontinuing SONIA. If the manner in which SONIA is calculated is changed, that change may result in a reduction of the amount of interest payable on such Notes and the trading prices of such Notes. In respect of any SONIA-referenced Notes for which the Rate of Interest is determined by reference to the SONIA Compounded Index, the SONIA Compounded Index may be modified or discontinued and such SONIA-referenced Notes may bear interest by reference to a rate other than compounded SONIA, which could adversely affect the value of any such SONIA-referenced Notes.

Furthermore, the Rate of Interest payable on Floating Rate Notes which reference a SONIA rate is only capable of being determined at the end of the relevant Interest Accrual Period and immediately prior to the relevant Interest Payment Date. It may therefore be difficult for investors in Floating Rate Notes which reference a SONIA rate to reliably estimate the amount of interest which will be payable on such Notes. Further, if Notes referencing SONIA become due and payable under Condition 10 (*Events of Default*), are otherwise redeemed early on a date which is not an Interest Payment Date, the final Rate of Interest payable in respect of such Notes shall only be determined immediately prior to the date on which the Notes become due and payable and shall not be reset thereafter. Investors should also be aware that the manner of adoption or application of SONIA as a reference rate in the international debt capital markets may differ materially compared with the application and adoption of SONIA in other markets, such as the derivatives and loan markets. Investors should carefully consider how any mismatch between the adoption of SONIA as a reference rate across these markets may impact any hedging or other arrangements which they may put in place in connection with any acquisition, holding or disposal of Floating Rate Notes linked to, or which reference, a SONIA rate.

Furthermore, interest on Notes which reference SONIA Compounded Daily Reference Rate is only capable of being determined at the end of the relevant Observation Period on the relevant Interest Determination Date. It may be difficult for investors in Notes which reference SONIA Compounded Daily Reference Rate to estimate reliably the amount of interest which will be payable on such Notes, and some investors may be unable or unwilling to trade such Notes without changes to their IT systems, both of which could adversely impact the liquidity of such Notes. Further, in contrast to EURIBOR-based Notes, if Notes referencing SONIA Compounded Daily Reference Rate become due and payable under Condition 10 (*Events of Default*), the Rate of Interest payable for the final Interest Accrual Period in respect of such Notes shall only be determined on the date on which such Notes become due and payable and shall not be reset thereafter. Market terms for debt securities linked to or which reference a SONIA rate may evolve over time and trading prices of such Notes may be lower than those of the later issued Notes that are linked to or which reference a SONIA rate as a result. Further, if SONIA do not prove to be widely used in securities like the Notes, the trading price of Floating Rate Notes linked to, or which reference, a SONIA rate may be lower than those of Notes linked to or which reference indices that are more widely used. Investors in such Notes may not be able to sell such Notes at all or

may not be able to sell such Notes at prices that will provide them with a yield comparable to similar investments that have a developed secondary market, and may consequently suffer from increased pricing volatility and market risk.

Investors should consider these matters when making their investment decision with respect to any such Floating Rate Notes linked to, or which reference, a SONIA rate.

#### *Zero Coupon Notes*

If the Interest Basis of a Note is specified as being Zero Coupon the Notes do not pay current interest but are issued at a discount from their nominal value. Instead of periodic interest payments, the difference between the redemption price and the issue price constitutes interest income until maturity (such interest income constituting economic interest and not constituting interest for tax purposes). A holder of such Zero Coupon Notes is exposed to the risk that the price of such Notes falls as a result of changes in the market interest rate. Prices of Zero Coupon Notes are typically more volatile than prices of Fixed Rate Notes and are likely to respond to a greater degree to market interest rate changes than interest bearing notes with a similar maturity.

#### *Issuer's call option*

Where Call Option is specified as being applicable, the Notes will contain an optional redemption feature, which is likely to limit their market value. During any period when the Issuer may elect to redeem such Notes, the market value of those Notes generally may not rise substantially above the price at which they can be redeemed. This also may be true prior to any redemption period.

The Notes may also, subject as provided in "*Terms and Conditions of the Notes – Redemption, Purchase and Options – Redemption for Taxation Reasons*", be redeemed at their Early Redemption Amount (together with any interest accrued to the date fixed for redemption), at the option of the Issuer, if the Issuer or the Guarantor shall, as a result of any change in, or amendment to, the laws or regulations of the United Kingdom or any political subdivision or any authority therein or thereof having power to tax, or any change in the application or official interpretation of such laws or regulations, which change or amendment becomes effective on or after the date on which agreement is reached to issue the first Tranche of the Notes, be obliged to pay additional amounts as provided or referred to in Condition 8 (*Taxation*) and such obligation cannot be avoided by the Issuer taking reasonable measures available to it, as more particularly described in "*Terms and Conditions of the Notes – Redemption, Purchase and Options – Redemption for Taxation Reasons*".

The Issuer may be expected to redeem such Notes when its cost of borrowing is lower than the interest rate on the Notes having taken into account the cost of redeeming the Notes. At those times, an investor generally would not be able to reinvest the redemption proceeds at an effective interest rate as high as the interest rate on the Notes being redeemed and may only be able to do so at a significantly lower rate. Potential investors should consider reinvestment risk in light of other investments available at that time.

Where Clean-up Call Option is specified as being applicable (Condition 6(h)), there is no obligation on the Issuer to inform investors if and when 80 per cent. or more in nominal amount of the Notes then outstanding have been redeemed pursuant to the operation of Conditions 6(d)

and/or 6(e) and/or 6(g), and the Issuer's right to redeem will exist notwithstanding that immediately prior to the serving of a notice in respect of the exercise of the clean-up call option, the Notes may have been trading significantly above par, thus potentially resulting in a loss of capital invested.

*Bearer Notes where denominations involve integral multiples*

In relation to any issue of Notes in bearer form which have denominations consisting of a minimum Specified Denominations plus one or more higher integral multiples of another smaller amount, it is possible that the Notes may be traded in amounts that are not integral multiples of such minimum Specified Denominations. In such a case a holder who, as a result of trading such amounts, holds an amount which is less than the minimum Specified Denomination in its account with the relevant clearing system at the relevant time may not receive a definitive Note in respect of such holding (should definitive Notes be printed) and would need to purchase a principal amount of Notes such that its holding amounts to an amount equal to one or more Specified Denominations.

If Definitive Notes are issued, holders should be aware that definitive Notes which have a denomination that is not an integral multiple of the minimum Specified Denomination may be illiquid and difficult to trade.

*Temporary Global Notes and Permanent Global Notes or Global Certificates will be held by or on behalf of Euroclear and Clearstream, Luxembourg, and investors will have to rely on the procedures of those clearing systems for transfer, payment and communication with the Issuer and/or the Guarantor*

In relation to any issue of Notes, the Notes will be represented by one or more Global Note(s) or Global Certificate(s) which will be delivered to, in case of Notes in CGN form to a Common Depository and, in case of Notes in NGN form to a Common Safekeeper for Euroclear and Clearstream, Luxembourg. Definitive Notes will only be issued in limited circumstances, as described in Section "Summary of Provisions Relating to the Notes While Represented by the Global Notes or Global Certificates". Euroclear and Clearstream, Luxembourg will maintain records of the beneficial interests in the relevant Global Note or Global Certificates. While the Notes are represented by one or more Global Notes or Global Certificate, investors will be able to trade their beneficial interests only through Euroclear and Clearstream, Luxembourg.

While the Notes are represented by one or more Global Notes or Global Certificates, the Issuer or the Guarantor, as the case may be, will discharge its payment obligations under the Notes by making payments to the common service provider for Euroclear and Clearstream, Luxembourg. A holder of a beneficial interest in a Global Note or Global Certificate must rely on the procedures of Euroclear and Clearstream, Luxembourg to receive payments under the Notes. Neither the Issuer nor the Guarantor has any responsibility or liability for the records held relating to, or payments made in respect of, beneficial interests in the Global Notes or Global Certificates.

Holders of beneficial interests in the Global Notes or Global Certificates will not have a direct right to vote in respect of the Notes so represented. Instead, such holders will be permitted to act only to the extent that they are enabled by Euroclear or Clearstream, Luxembourg to appoint appropriate proxies.

## **Risks related to the Notes generally**

Set out below is a brief description of certain risks relating to the Notes generally:

*Claims of secured creditors will have priority, with respect to their security, over the claims of unsecured creditors, such as Noteholders*

Claims of the Issuer's secured creditors, if any, and the Guarantor's secured creditors, if any, will have priority, with respect to the assets securing such secured creditors' debt, over the claims of Noteholders. In the event that any of the Issuer's secured debt, if any, or the Guarantor's secured debt, if any, becomes due or the relevant creditor thereunder institutes proceedings over the assets that secure the relevant debt, the Issuer's assets or, as the case may be, the Guarantor's assets remaining after repayment of that secured debt might not be sufficient to repay all amounts owing in respect of the Issuer's and Guarantor's respective unsecured debt obligations (including the Notes).

### *Modification, waivers and substitution*

The Conditions contain provisions for calling meetings of Noteholders to consider matters affecting their interests generally and to obtain written resolutions on matters relating to the Notes from Noteholders without calling a resolution. These provisions permit defined majorities to bind all Noteholders, including Noteholders who did not attend and vote at the relevant meeting and Noteholders who voted in a manner contrary to the majority, and Couponholders.

The Trust Deed also provides that the Trustee may, without the consent of Noteholders, agree, among other things, to (i) any modification of, or to the waiver or authorisation of any breach or proposed breach of, any of the provisions of the Conditions, the Trust Deed or the Agency Agreement that is, in the opinion of the Trustee, not materially prejudicial to the interests of the Noteholders (subject to certain exceptions set out in the Trust Deed), (ii) any modification to the Conditions, the Trust Deed or the Agency Agreement that is, in the opinion of the Trustee, of a formal minor or technical nature or is made to correct a manifest error, (iii) determine without the consent of the Noteholders that any Event of Default or potential Event of Default shall not be treated as such, (iv) the substitution in place of the Issuer of the Guarantor or any Subsidiary of the Guarantor as principal debtor under the Trust Deed, the Notes and the Coupons or (v) the substitution in place of the Guarantor as guarantor in respect of the Notes of a new group holding company of the Group, in each case in the circumstances and subject to the conditions described in Conditions 11(b) (*Modification of the Trust Deed or the Agency Agreement*) and 11(c) (*Substitution*) and the provisions of the Trust Deed.

### *Change of law*

The Conditions of the Notes are based on English law in effect as at the date of issue of the Notes. No assurance can be given as to the impact of any possible judicial decision or change to English law or administrative practice after the date of issue of the Notes, and any such change could materially adversely impact the rights under, and the value of, the Notes.

The Issuer will be subject to applicable corporate disclosure standards for debt securities listed on the ISM of the London Stock Exchange pursuant to the ISM Rulebook, which standards may be different from those applicable to debt securities listed in certain other countries.

The Issuer will be subject to reporting obligations in respect of the Notes admitted to trading on the ISM of the London Stock Exchange. The disclosure standards imposed by the London Stock Exchange may be different from those imposed by securities exchanges in other countries or regions. As a result, the level of information that is available may be different to that to which Noteholders are accustomed.

### **Risks related to the market generally**

Set out below is a brief description of certain market risks, including liquidity risk, exchange rate risk, interest rate risk and credit risk:

#### *The secondary market generally*

The Notes may have no established trading market when issued, and one may never develop. If a market does develop, it may not be very liquid. If a Tranche of Notes is issued to a single investor or a limited number of investors, this may result in an even more illiquid or volatile market in such Notes. Therefore, investors may not be able to sell their Notes easily or at prices that will provide them with a yield comparable to similar investments that have a developed secondary market. This may be even more likely for Notes that are especially sensitive to interest rate, currency or market risks, are designed for specific investment objectives or strategies or have been structured to meet the investment requirements of limited categories of investors.

These types of Notes generally would have a more limited secondary market and more price volatility than conventional debt securities. Illiquidity may have a severely adverse effect on the market value of the Notes.

#### *Exchange rate risks and exchange controls*

The Issuer will pay principal and interest on the Notes and the Guarantor will make any payments under the Guarantee in the Specified Currency. This presents certain risks relating to currency conversions if an investor's financial activities are denominated principally in a currency or currency unit (the "**Investor's Currency**") other than the Specified Currency. These include the risk that exchange rates may significantly change (including changes due to devaluation of Specified Currency or revaluation of the Investor's Currency) and the risk that authorities with jurisdiction over the Investor's Currency may impose or modify exchange controls. An appreciation in the value of the Investor's Currency relative to the Specified Currency would decrease (1) the Investor's Currency-equivalent yield on the Notes, (2) the Investor's Currency-equivalent value of the principal payable on the Notes and (3) the Investor's Currency-equivalent market value of the Notes.

Government and monetary authorities may impose (as some have done in the past) exchange controls that could adversely affect an applicable exchange rate or the ability of the Issuer or Guarantor to make payments in respect of the Notes. As a result, investors may receive less interest or principal than expected, or no interest or principal.

### *Interest rate risks*

Investment in Fixed Rate Notes involves the risk that subsequent changes in market interest rates may adversely affect the value of Fixed Rate Notes. A drop in the level of interest rates prevailing in the market will have a positive impact on the price of the Fixed Rate Notes, as the Notes pay a fixed annual rate of interest. Conversely, an increase in the interest rate level prevailing in the market will have an adverse impact on the price of the Fixed Rate Notes. For investors holding the Fixed Rate Notes until maturity, any changes in the interest rate level prevailing in the market during the term will not affect the yield of the Fixed Rate Notes, as the Fixed Rate Notes will be redeemed at par.

### *Credit ratings may not reflect all risks*

The Notes may or may not be specifically rated at the time of their issue. If Notes have been specifically rated, this will be specified in the relevant Pricing Supplement. Any rating may not reflect the potential impact of all risks related to structure, market, additional factors discussed above, and other factors that may affect the value of the Notes. A credit rating is not a recommendation to buy, sell or hold securities and may be revised or withdrawn by the assigning rating agency at any time.

European regulated investors are generally restricted under the CRA Regulation from using credit ratings for regulatory purposes, unless such ratings are issued by a credit rating agency established in the EEA and registered under the CRA Regulation (and such registration has not been withdrawn or suspended), subject to certain expectations. Such restrictions will also apply in the case of credit ratings issued by non-EEA credit rating agencies unless the credit ratings are endorsed by an EEA-registered credit rating agency or the relevant non-EEA rating agency is certified in accordance with the CRA Regulation (and such endorsement action or certification, as the case may be, has not been withdrawn or suspended).

The list of registered and certified rating agencies published by the European Securities and Markets Authority (“**ESMA**”) on its website in accordance with the CRA Regulation is not conclusive evidence of the status of the relevant rating agency included in such list, as there may be delays between certain supervisory measures being taken against a relevant rating agency and the publication of the updated ESMA list.

Investors regulated in the UK are subject to similar restrictions under the UK CRA Regulation. As such, UK regulated investors are required to use, for UK regulatory purposes, ratings issued by a credit rating agency established in the UK and registered under the UK CRA Regulation, subject to certain exceptions. In the case of ratings issued by non-UK credit rating agencies, such non-UK credit ratings can either be endorsed by a UK registered credit rating agency or issued by a non-UK credit rating agency that is certified in accordance with the UK CRA Regulation (and such endorsement action or certification, as the case may be, has not been withdrawn or suspended). In the case of non-UK ratings, for a certain limited period of time, transitional relief accommodates continued use, for regulatory purposes in the UK, of existing pre-2021 ratings, provided the relevant conditions are satisfied.

If the status of a rating agency rating the Instruments changes, EEA and UK regulated investors may no longer be able to use the rating for regulatory purposes and Instruments may have a



different regulatory treatment. This may result in EEA and UK regulated investors selling the Instruments which may have an impact on the Instruments and any secondary market.

## **PRICING SUPPLEMENTS AND SUPPLEMENTARY ADMISSION PARTICULARS**

In this section the expression “necessary information” means, in relation to any Tranche of Notes, the information necessary to enable investors to make an informed assessment of the assets and liabilities, financial position, profits and losses and prospects of the Issuer and the Guarantor and of the rights attaching to the Notes. In relation to the different types of Notes which may be issued under the Programme, the Issuer and the Guarantor have included in these Admission Particulars all of the necessary information except for information relating to the Notes which is not known at the date of these Admission Particulars and which can only be determined at the time of an individual issue of a Tranche of Notes.

Any information relating to the Notes which is not included in these Admission Particulars and which is required in order to complete the necessary information in relation to a Tranche of Notes will be contained in the relevant Pricing Supplement. Such information will be contained in the relevant Pricing Supplement, unless any of such information constitutes a significant new factor relating to the information contained in these Admission Particulars in which case such information, together with all of the other necessary information in relation to the relevant series of Notes, may be contained in a supplement to these Admission Particulars.

For each Tranche of Notes the Pricing Supplement will, for the purposes of that Tranche only, supplement, amend and/or replace these Admission Particulars and must be read in conjunction with these Admission Particulars. The terms applicable to any particular Tranche of Notes are the terms of these Admission Particulars as supplemented, amended and/or replaced to the extent described in the relevant Pricing Supplement. In the case of a Tranche of Notes which is the subject of a supplement to these Admission Particulars, each reference in these Admission Particulars to information being specified or identified in the relevant Pricing Supplement shall be read and construed as a reference to such information being specified or identified in the relevant supplement to the Admission Particulars unless the context requires otherwise.

Following the preparation of these Admission Particulars a supplement may be prepared by the Issuer and the Guarantor. Statements contained in any such supplement (or contained in any document incorporated by reference therein) shall, to the extent applicable (whether expressly, by implication or otherwise), be deemed to modify or supersede statements contained in these Admission Particulars. Any statement so modified or superseded shall not, except as so modified or superseded, constitute a part of these Admission Particulars.

The Issuer and the Guarantor will, in the event of any significant new factor, material mistake or material inaccuracy relating to the information included in these Admission Particulars, prepare a supplement to these Admission Particulars or prepare new Admission Particulars for use in connection with any subsequent issue of Notes. Such supplement would be submitted to the ISM for review prior to publication in accordance with the ISM Rulebook.

## **USE OF PROCEEDS**

The net proceeds of any Notes issued under the Programme will be applied by the Issuer for general corporate purposes, which may include the repayment of existing financial indebtedness (which may include the repayment of existing financial indebtedness owed to some or all of the Dealers) and acquisitions, or as may otherwise be disclosed, in respect of any issue of Notes, in the relevant Pricing Supplement.

## DESCRIPTION OF THE BUSINESS AND INFORMATION ON THE GROUP

### History of the Group

The Guarantor was incorporated on 22 January 1940, and in June 2017, celebrated its 60<sup>th</sup> anniversary as a publicly traded company, having listed on the London Stock Exchange in 1957. Since then, the Group has been transformed from a business involved in the manufacture of paper and paper-based products to a diversified manufacturing and distribution group. More recently the Group has become one of the world's leading specialist B2B distribution and services businesses. Today the Group operates in six core market sectors across more than 30 countries around the world.

In April 2008, the Guarantor re-joined the FTSE 100 index of leading shares, having left the index in 2005 following the demerger of Filtrona plc (now Essentra plc), which at that time accounted for around 25 per cent. of the Group's profits.

The Group has in recent years focused its strategy to become a leading specialist international B2B distribution and services group. The Issuer and the Guarantor are based in London and the Group now has operations in over 30 countries across the world. In addition to growing organically, the Group has announced over 220 acquisitions since 2004. The businesses acquired have not only helped the Group expand its product offering and existing customer base, but also enabled the Group to venture into new market sectors and geographies.

### The Business of the Group

The Group has operations across the Americas, Europe, Australasia and Asia and supports businesses all over the world with a variety of products that are key to customers for the successful operation of their businesses. The Group is able to provide an efficient and cost-effective one-stop-shop solution for its customers' non-food consumables requirements, with a range of delivery options (including own fleet) and customised service solutions for on-time, in-full delivery. Using the Group's global sourcing and procurement capabilities, its customer service and sales experts, international warehousing and distribution infrastructure, and range of delivery options, the Group's customers are able to outsource the purchasing, consolidation and distribution of a broad range of everyday items, including an extensive range of environmentally friendly, sustainable products. The Group's customer service and sales experts help the Group's customers to find innovative solutions that support their needs and objectives. As a result, they are able to focus on their core businesses, achieve purchasing efficiencies and savings, free up working capital, improve distribution capabilities, reduce carbon emissions and simplify their internal administration processes. By providing this consolidated offering, the Group seeks to simplify and improve the efficiency of its customers' own supply chains. This adds value for the Group's customers by reducing or eliminating hidden costs of in-house procurement and self-distribution, such as those related to inventory investment and cash flow, reduces carbon emissions and makes their businesses more sustainable.

As at 30 June 2024, the Guarantor had a market capitalisation of approximately £10 billion. The Group's workforce consists of more than 24,000 employees.

The Group is organised into four geographic business areas: (i) North America, (ii) Continental Europe, (iii) the UK and Ireland, and (iv) the Rest of the World. Each business area includes independently operated and regionally directed businesses that provide a focused range of services and products to their local customers. While some of these businesses operate under the Bunzl name, others conduct business under other trading names that are well recognised in those markets.

As referred to above, since 2005, the Group has focused exclusively on value-added distribution and service solutions, which historically has contributed strong cash flow and growth, through a combination of acquisitions and organic growth. In 2023, the Group's revenue declined by 1.9 per cent. at constant exchange rates (and 2.0 per cent. at actual exchange rates) to £11,797.1 million (2022: £12,039.5 million). Adjusted operating profit for 2023 was £944.2 million (2022: £885.9 million), an increase of 6.2 per cent. at constant exchange rates (and 6.6 per cent. at actual exchange rates) compared to 2022. The Group has historically enjoyed a very high cash conversion (measured as a percentage of operating cash flow to lease adjusted operating profit), being 96 per cent. in 2023 (ahead of its 90 per cent. target) and remains highly cash generative, averaging conversion in excess of 95 per cent. over the last ten years.

The Group provides products and services in six main broad market sectors: (i) grocery, (ii) foodservice, (iii) safety, (iv) cleaning and hygiene, (v) retail, and (vi) healthcare, further details of which are set out below.

### *Grocery*

The Group distributes a variety of goods-not-for-resale (essential items the customer uses but does not actually sell) to grocery stores, supermarkets and convenience stores. Products include food packaging, films, labels, counter-service packaging, foodservice disposables, take-out food packaging, first aid products, point of purchase displays, stationery, bags, personal protection equipment and cleaning and hygiene supplies.

### *Foodservice*

The Group supplies a broad range of non-food consumables to hotels, restaurants, contract caterers, commercial growers and the leisure sector as well as to food processors. Products include food packaging, disposable tableware, foodservice disposables, guest amenities, a wide range of light and heavy catering equipment, cleaning and hygiene products, agricultural supplies and safety items.

### *Safety*

The Group offers a broad range of personal protection and safety equipment used in a variety of sectors including industrial, construction and e-commerce markets. Products include ear, eye, respiratory and face protection, footwear, gloves, safety helmets, workwear, harness equipment, tools, safety signs, as well as traffic management and ancillary site equipment.

### *Cleaning & Hygiene*

The Group supplies cleaning and hygiene materials to facilities management companies, contract cleaners and other industrial and public sector customers. Products include cleaning systems, floorcare items, hand sanitisers, hygiene paper, janitorial products, cleaning machines, mops, polishes, protective clothing and washroom chemicals.

### *Retail*

The Group supplies a comprehensive range of goods-not-for-resale to department stores, boutiques, office supply companies, retail chains, home improvement chains and related e-commerce sales channels. Products include specialist packaging, store supplies including a wide range of counter service packaging, point of purchase display items, stationery and a full range of cleaning and hygiene products.

### *Healthcare*

The Group provides a variety of disposable healthcare consumables and medical devices to the healthcare sector including hospitals, retirement and nursing homes and doctors' surgeries and clinics. Products include gloves, face masks, aprons, swabs, bandages, gowns, digital thermometers and blood pressure monitors.

## **Geographical reach**

A summary of operations in each geographic business area is set out below.

### *North America*

North America is the Group's largest business area and is a leading supplier to a wide range of customers in the grocery, foodservice, retail, cleaning & hygiene and safety sectors located throughout the USA, Canada, Mexico and Puerto Rico. It has more than 8,700 employees. Customers include (i) retail customers (such as supermarkets, convenience stores and non-food retailers), (ii) food processors, (iii) distributors supplying the foodservice, industrial safety and janitorial/sanitary maintenance end user markets, and (iv) institutional, airline and industrial markets. The North America business conducts its retail and food processor business primarily under the Buzl brand and its redistribution business under the R3 brand. In 2023, these businesses generated £6,973.5 million in revenue (2022: £7,336.0 million) and £528.0 million of adjusted operating profit (2022: £511.5 million). This represented 59 per cent. of the Group's 2023 revenue and 54 per cent. of the Group's adjusted operating profit before corporate costs.

### *Continental Europe*

The Group's Continental Europe business area supplies customers in the retail, foodservice, cleaning & hygiene, safety, healthcare, retail and grocery market sectors. It operates across more than 15 countries and has over 6,200 employees. In 2023, these businesses generated £2,354.9 million in revenue and £224.7 million of adjusted operating profit. This represented 20 per cent. of the Group's 2023 revenue and 23 per cent. of the Group's adjusted operating profit before corporate costs.

## *UK and Ireland*

In the UK and Ireland, the Group supplies customers in the foodservice, cleaning & hygiene, safety, retail and grocery sectors. It has more than 4,000 employees. In 2023, these businesses generated £1,365.5 million in revenue and £103.4 million of adjusted operating profit. This represented 12 per cent. of the Group's 2023 revenue and 11 per cent. of the Group's adjusted operating profit before corporate costs.

## *Rest of the World*

The Rest of the World includes the businesses in Latin America, Australasia and Asia. The Latin American business is a supplier of a variety of products to the safety, healthcare, cleaning & hygiene and foodservice sectors across seven countries in the region. Bunzl Australasia is a leading supplier of a range of consumable products to businesses in Australia and New Zealand, operating in the safety, healthcare, foodservice, cleaning & hygiene and grocery sectors. Finally, the Group's businesses in Singapore and China are principally engaged in the sale of products in the safety and retail sectors. Overall, the Group's businesses in the Rest of the World operate across 9 countries and have more than 5,000 employees. In 2023, the Group's Rest of the World business generated £1,103.2 million in revenue and £119.6 million of adjusted operating profit. This represented 9 per cent. of the Group's 2023 revenue and 12 per cent. of the Group's adjusted operating profit before corporate costs.

## **Strategy**

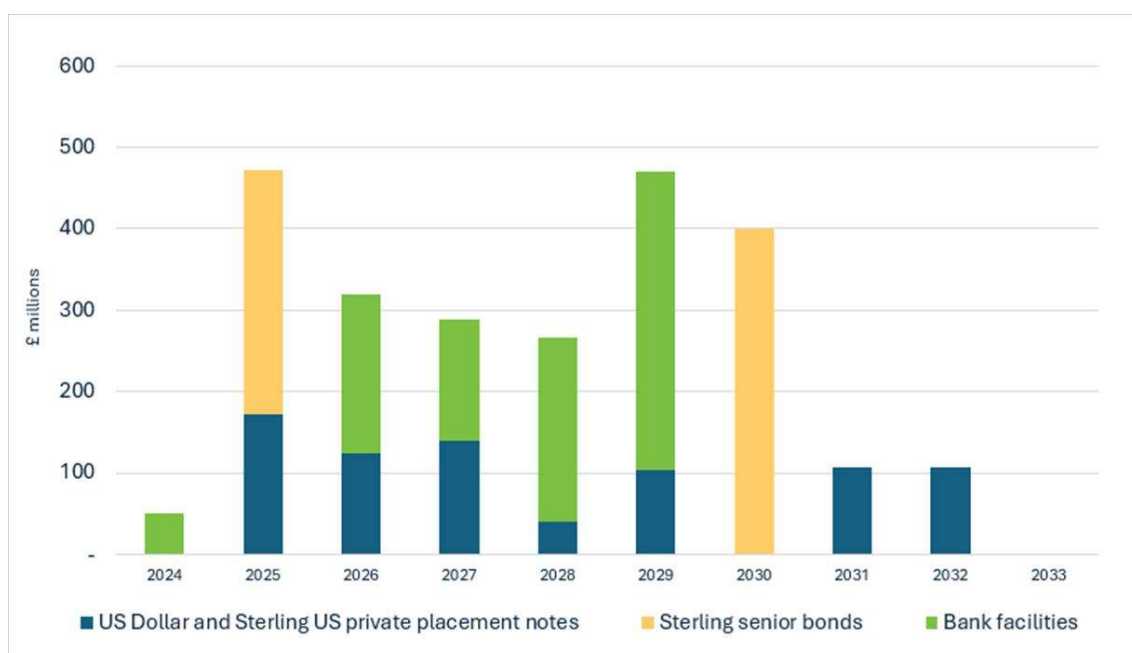
The Group's consistent strategy of developing the business through organic growth, consolidating the Group's markets through focused acquisitions and continuously improving the quality, efficiency and sustainability of its operations has delivered consistent growth for the Group. The three key areas of focus are:

- **organic growth**: growing the Group organically, either by expanding and developing the Group's businesses with existing customers or by gaining new business with additional customers, is an integral part of the Group's strategy to enhance shareholder value;
- **acquisition growth**: expanding and developing the Group through acquiring businesses is also a key component of the Group's growth strategy. Historically, approximately two thirds of the Group's growth has been achieved through an ongoing programme of focused and targeted acquisitions in both new and existing market sectors and geographies. The Group seeks to be selective about acquisitions and the countries and sectors to which they relate and to have an appropriate and rigorous due diligence process. Potential acquisition targets are identified by business area management, the in-house corporate development team, ex-owners and external parties. The Group will often seek to retain management and customers in acquired businesses; and
- **operating model improvements**: the Group is continually striving to refine and develop its processes and procedures to improve operations and make the Group's businesses more efficient and sustainable. In doing so, the Group is able to gain a competitive advantage, by offering its customers more cost-effective solutions, while at the same time improving the Group's profitability.

The Group's continued success is based on its extensive knowledge and experience of the markets in which it operates and a deep understanding of its customers' requirements. The Group sees significant opportunities for continued growth in both current and new markets and geographies by strengthening its existing diversified businesses, consolidating its fragmented markets and continuing to expand by acquiring businesses. The Group has a strong track record for delivering growth sustainably and equitably, and continues to remain highly cash generative whilst maintaining strong financial discipline.

## Debt maturity profile

The debt maturity profile of the Group as at 30 June 2024 is set out in the chart below.



The chart shows total bank facilities of £989 million as at 30 June 2024, of which £844 million was undrawn. In addition, on 9 October 2024, the Issuer issued €500,000,000 3.375 per cent. Notes due 9 April 2032 under its Euro Medium Term Note Programme which are fully and unconditionally guaranteed by the Guarantor. This issuance is not reflected in the debt maturity chart above.

## Environmental and social sustainability

The Group understands its role as a proactive leader in the transition to a more sustainable and equitable future. As a major player in its industry, the Group is a trusted partner to its customers, collaborating with leading companies across sectors to help them achieve the sustainability objectives most relevant to their industries and fulfil their ambitious sustainability commitments while growing the Group's business. The Group has established a governance structure to implement its sustainability strategy, with the Guarantor establishing its own Board Sustainability Committee in 2022, a Group Sustainability Committee in 2019, and, in 2023, the following committees reporting into the Group Sustainability Committee: Environment and Climate Change Committee, Supply Chain Committee and Health and Safety Committee. These committees conduct regular reviews of climate-related risks and the Group's performance against its carbon reduction and other sustainability targets.



Following an in-depth materiality assessment during 2020, the Group identified four key areas of focus for the business going forward: (i) helping customers to transition to more sustainable packaging by providing tailored alternative solutions, (ii) investing in its people and a diverse workforce, (iii) ensuring a responsible and ethical supply chain, and (iv) taking action on climate change. Since then, the Group has repeated its materiality assessment and adopted a new double-materiality approach which goes beyond what is known as ‘impact materiality’ by also assessing ‘financial materiality’. In 2023, the Group identified 20 risks and opportunities using the double-materiality approach across environmental, social and governance categories, and the Group remains committed to ensuring its sustainability actions deliver the best results for stakeholders in 2024 and beyond.

### *Sustainable packaging*

The Group recognises its responsibility to be part of the solution on reducing waste and is proactively working with its customers and suppliers to lead the industry towards a sustainable approach to single use plastics. As the Group is not a manufacturer it can easily switch between suppliers and products and is therefore well placed to play this role, providing sustainable product solutions and independent expert advice on emerging trends and product categories. The Group works with its customers and suppliers with the aim of ensuring that the products it supplies are, wherever possible, manufactured from sustainably sourced raw materials and seeks to increase the range of products made from alternative materials that are recyclable, compostable, renewable or reusable. In addition to its other product ranges, the Group’s own brand offering also provides a cost-effective solution for customers, delivering value whilst supporting customers to meet their sustainability goals. With many customers facing a combination of inflationary pressures and stricter packaging restrictions and associated legislation, the Group’s solutions facilitate transitions to alternative materials at competitive prices whilst not compromising on sustainability credentials or product quality. The Group’s own-brand products have four key features and must be: (i) responsibly sourced, (ii) future-proof, (iii) transparent (with expert sustainability teams positioned to make information accessible), and (iv) of exceptional quality. The Group has very limited exposure to single-use plastic consumables facing regulation, accounting for around 2 per cent. of the Group’s total revenue in 2023.

### *Diverse workforce*

The Group is committed to improving the diversity of its employees.

The proportion of women who are directors of the Guarantor is 44 per cent., and women make up 40 per cent. of the Group’s executive committee. The Group is committed to encouraging more women into leadership roles through focused and targeted activities including internal and external mentoring opportunities for all high-potential female employees, ensuring that the Group considers female candidates for senior leadership roles and continuing with the rollout of the women’s networks across the Group.

Further, the Group leads focused and targeted activities to encourage diversity at the leadership level.

### *Ethical supply chain*

While the majority of the Group's direct suppliers are based in countries with low or medium levels of social risk, a low proportion of the Group's procurement spend takes place with suppliers in higher-risk countries, such as China, India, Malaysia, Brazil and Turkey. In those high-risk sourcing regions, the Group's auditing process is the first line of defence to ensure products comply with ethical standards. Each audit assesses over 150 issues, covering social accountability and quality assurance in order to provide customers with access to products that meet their individual needs with the reassurance that they have been ethically sourced. The operation ensures that suppliers from the Group's most significant high-risk sourcing regions are subject to frequent and stringent labour and quality checks. The Group works with suppliers to improve their operations but will terminate relationships if any identified ethical issues cannot be resolved within a reasonable timeframe – ten such supplier relationships were terminated in 2023.

### *Climate change*

The Group has a long-established focus on carbon emissions, as evidenced by its model of consolidating products into single drop deliveries. The Group has already reduced its carbon footprint relative to revenue generated – its carbon efficient consolidation model achieves a reduced carbon footprint in comparison to competitors who process smaller and unconsolidated orders. The Group has also committed to becoming a net zero carbon business, inclusive of scope 3 emissions, by 2050 at the latest. In order to meet this commitment, the Group intends to focus its efforts on decreasing operational carbon emissions and on working with its suppliers to decrease the emissions in its supply chain. The Group is making good progress towards its 2030 scope 1 and scope 2 carbon emissions reduction targets that were approved by the Science Based Targets Initiative (“SBTi”) in 2022, as well as the SBTi-approved scope 3 supplier engagement target. Compared to the Group's 2019 baseline year, the Group has reduced its absolute scope 1 and scope 2 carbon emissions by 18 per cent., meaning it is on track to meet its science-based reduction goals by the end of 2030. The Group also reduced its carbon emission intensity (tonnes CO<sub>2</sub>e/£m revenue) by 30 per cent. between 2019 and 2023.

The Group's net zero transition plan was approved by the SBTi in October 2024.

### **Recent developments**

The Group continues to pursue a strategy of developing its business through a combination of profitable organic growth, operating model improvements and acquisition growth. In 2023, the Group announced 19 acquisitions, across 11 countries and 5 sectors, including the Group's first acquisition in Poland (Safety First – one of the country's largest distributors of personal protection equipment). The Group's acquisition momentum has continued into 2024, with the announcement of the acquisitions of Nisbets and Pamark Group. Nisbets is a well-established, high-quality and own-brand focussed omnichannel distributor of catering equipment and consumables. The Pamark Group acquisition marks the Group's first entry into Finland, which further extends its business in the Nordics where it already has a strong presence. As of 24 October 2024, a total of 11 acquisitions have been announced year-to-date, with the Group also announcing that 2024 is already a record year in terms of committed spend on acquisitions, further demonstrating the strength of the Group's cash conversion, enabling the Group to self-fund further acquisitions.

The strength of the Group's performance in recent years has resulted in low leverage compared to an adjusted net debt to EBITDA target of 2.0 to 2.5 times. This is despite a step change in the level of value-accretive acquisition spend in recent years, and the record committed spend

already achieved in 2024. At 30 June 2024, the Group had an adjusted net debt balance of c.£1.7 billion, which excludes lease liabilities and includes total deferred and contingent consideration, with an adjusted net debt to EBITDA ratio of 1.5 times. In recognition of the Group's balance sheet strength, on 27 August 2024, the Group announced its commitment to the following measures which are intended to steadily return it to its target leverage range by the end of 2027:

- (i) the Group committed to allocate c. £700 million per annum over a three-year period ending on 31 December 2027, primarily to invest in value-accretive acquisitions and, if required, returns of capital. If at the end of each year the total committed spend on value-accretive acquisitions is below the initial total allocation, the Group has pledged to return the remainder to shareholders through a capital return in the following year; and
- (ii) the Guarantor committed to an initial £250 million share buyback which commenced with immediate effect and is due to be completed by no later than 3 March 2025. The Group expects to announce a further share buyback on publication of its 2024 results of c.£200 million.

## DESCRIPTION OF THE ISSUER AND THE GUARANTOR

### History and structure of the Issuer

The Issuer is a wholly-owned subsidiary of the Guarantor. It was incorporated on 30 October 1975 in England and Wales as a private company limited by shares under the name “Bunzl Finance Limited” and under Registered Number 1231760, and re-registered as a public limited company on 27 July 1988. The Issuer’s registered office is at York House, 45 Seymour Street, London, W1H 7JT, United Kingdom. The Issuer is a finance vehicle and it principally participates in financial arrangements and transactions.

### Directors and officers of the Issuer

The following is a list of directors and officers of the Issuer, as at the date of these Admissions Particulars. The business address of each of the directors and officers referred to below is at York House, 45 Seymour Street, London, W1H 7JT, United Kingdom.

Name	Title
Richard Howes	Director
Suzanne Jefferies	Director and Company Secretary
Timothy Hayter	Director
Damian Bradley	Director
Ian Burrows	Director

There are no potential conflicts of interest between the duties to the Issuer of the persons listed above and their private interests or other duties.

### History and structure of the Guarantor

The Guarantor, which is the ultimate parent company of the Group, was incorporated on 22 January 1940 in England and Wales as a private company limited by shares under the name “Tissue Papers Limited” and under Registered Number 358948. The Guarantor changed its name on 28 September 1951 to “Bunzl Pulp & Paper Limited” and then to “Bunzl plc” on 9 February 1982, following its re-registration as a public limited company. The Board of the Guarantor has a majority of independent non-executive directors. The registered address of the Guarantor is York House, 45 Seymour Street, London, W1H 7JT, United Kingdom.

### Directors and officers of the Guarantor

The following is a list of directors and officers of the Guarantor and the principal activities (if any) performed by them outside the Group, which are, or may be, significant with respect to the Guarantor, as at the date of these Admissions Particulars. The business address of each of the

directors and officers referred to below is at York House, 45 Seymour Street, London, W1H 7JT, United Kingdom.

<b>Name</b>	<b>Title</b>	<b>Principal activities performed by them outside of the Group (if any)</b>
Peter Ventress	Chair and Chair of the Nomination Committee and Board Sustainability Committee	Chair and Chair of the Nomination Committee of Howden Joinery Group plc
Frank van Zanten	Chief Executive Officer	Member of Supervisory Board of Koninklijke Ahold Delhaize NV
Richard Howes	Chief Financial Officer	Non-executive director of Smiths Group plc and chairs their Audit & Risk Committee
Lloyd Pitchford	Non-executive director and Chair of the Audit Committee	Chief Financial Officer of Experian plc
Stephan Ronald Nanninga	Non-executive director	Member of Supervisory Board of CM.com, member of Supervisory Board of Cabka N.V. and non-executive director and Chair of the Remuneration Committee of IMCD N.V.
Vinodka Murria OBE	Non-executive director	Chair of AdvancedAdvT Limited and Non-executive director and Chair of the Sustainability Committee of Softcat plc
Dr Pamela Josephine Kirby	Senior Independent Director	N/A
Jacqueline Simmonds	Non-executive director and Chair of the Remuneration Committee	Chief People Officer of Experian plc
Suzanne Jefferies	Company Secretary	N/A

In July 2024, the Guarantor announced the appointment of Julia Wilson and Daniela Barone Soares OBE as non-executive directors and as members of the Remuneration, Audit, Nomination and Board Sustainability Committees; these new appointments are due to take effect from 16 December 2024.

There are no potential conflicts of interest between the duties to the Guarantor of the persons listed above and their private interests or other duties.

## TERMS AND CONDITIONS OF THE NOTES

*The following is the text of the terms and conditions that, subject to completion and amendment and as supplemented or varied in accordance with the provisions of Part A of the relevant Pricing Supplement, shall be applicable to the Notes in definitive form (if any) issued in exchange for the Global Note(s) representing each Series. Either (i) the full text of these terms and conditions together with the relevant provisions of Part A of the relevant Pricing Supplement or (ii) these terms and conditions as so completed, amended, supplemented or varied (and subject to simplification by the deletion of non-applicable provisions), shall be endorsed on such Bearer Notes or on the Certificates relating to such Registered Notes. All capitalised terms that are not defined in these Conditions will have the meanings given to them in Part A of the relevant Pricing Supplement. Those definitions will be endorsed on the definitive Notes or Certificates, as the case may be. References in the Conditions to “Notes” are to the Notes of one Series only, not to all Notes that may be issued under the Programme.*

The Notes are constituted by a Trust Deed (as amended or supplemented as at the date of issue of the Notes (the “**Issue Date**”), the “**Trust Deed**”) dated 10 November 2022 between the Issuer, the Guarantor and Citicorp Trustee Company Limited (the “**Trustee**”, which expression shall include all persons for the time being the trustee or trustees under the Trust Deed) as trustee for the Noteholders (as defined below). These terms and conditions (the “**Conditions**”) include summaries of, and are subject to, the detailed provisions of the Trust Deed, which includes the form of the Bearer Notes, Certificates, Coupons and Talons referred to below. An Agency Agreement (as amended or supplemented as at the Issue Date, the “**Agency Agreement**”) dated 21 July 2020 has been entered into in relation to the Notes between the Issuer, the Guarantor, the Trustee, Citibank, N.A., London Branch as initial issuing and paying agent and the other agents named in it. The issuing and paying agent, the other paying agents, the registrar, the transfer agents and the calculation agent(s) for the time being (if any) are referred to below respectively as the “**Issuing and Paying Agent**”, the “**Paying Agents**” (which expression shall include the Issuing and Paying Agent), the “**Registrar**”, the “**Transfer Agents**” (which expression shall include the Registrar) and the “**Calculation Agent(s)**”. Copies of the Trust Deed and the Agency Agreement are available for inspection during usual business hours at the principal office of the Trustee (presently at Citigroup Centre, Canada Square, London E14 5LB) and at the specified offices of the Paying Agents and the Transfer Agents.

The Noteholders, the holders of the interest coupons (the “**Coupons**”) relating to interest bearing Notes in bearer form and, where applicable in the case of such Notes, talons for further Coupons (the “**Talons**”) (the “**Couponholders**”) are entitled to the benefit of, are bound by, and are deemed to have notice of, all the provisions of the Trust Deed and are deemed to have notice of those provisions applicable to them of the Agency Agreement.

As used in these Conditions, “**Tranche**” means Notes which are identical in all respects.

### **1 Form, Denomination and Title**

The Notes are issued in bearer form (“**Bearer Notes**”) or in registered form (“**Registered Notes**”) in each case in the Specified Denomination(s) shown in the relevant Pricing Supplement. This Note is a Fixed Rate Note, a Floating Rate Note, a Zero Coupon Note, a combination of any of the foregoing or any other kind of Note, depending upon the Interest and Redemption/Payment Basis shown hereon.

Bearer Notes are serially numbered and are issued with Coupons (and, where appropriate, a Talon) attached, save in the case of Zero Coupon Notes in which case references to interest (other than in relation to interest due after the Maturity Date), Coupons and Talons in these Conditions are not applicable. Registered Notes are represented by registered certificates (“**Certificates**”) and, save as provided in Condition 2(c), each Certificate shall represent the entire holding of Registered Notes by the same holder.

Title to the Bearer Notes and the Coupons and Talons shall pass by delivery. Title to the Registered Notes shall pass by registration in the register that the Issuer shall procure to be kept by the Registrar in accordance with the provisions of the Agency Agreement (the “**Register**”). Except as ordered by a court of competent jurisdiction or as required by law, the holder (as defined below) of any Note, Coupon or Talon shall be deemed to be and may be treated as its absolute owner for all purposes whether or not it is overdue and regardless of any notice of ownership, trust or an interest in it, any writing on it (or on the Certificate representing it) or its theft or loss (or that of the related Certificate) and no person shall be liable for so treating the holder.

Notes are in the Specified Denomination(s) which may include a minimum denomination as specified in the relevant Pricing Supplement and higher integral multiples of a smaller amount specified in the relevant Pricing Supplement.

In these Conditions, “**Noteholder**” means the bearer of any Bearer Note or the person in whose name a Registered Note is registered (as the case may be), “**holder**” (in relation to a Note, Coupon or Talon) means the bearer of any Bearer Note, Coupon or Talon or the person in whose name a Registered Note is registered (as the case may be) and capitalised terms have the meanings given to them hereon, the absence of any such meaning indicating that such term is not applicable to the Notes.

## **2 No Exchange of Notes and Transfers of Registered Notes**

- (a) **No Exchange of Notes:** Registered Notes may not be exchanged for Bearer Notes. Bearer Notes of one Specified Denomination may not be exchanged for Bearer Notes of another Specified Denomination. Bearer Notes may not be exchanged for Registered Notes.
- (b) **Transfer of Registered Notes:** One or more Registered Notes may be transferred upon the surrender (at the specified office of the Registrar or any Transfer Agent) of the Certificate representing such Registered Notes to be transferred, together with the form of transfer endorsed on such Certificate, (or another form of transfer substantially in the same form and containing the same representations and certifications (if any), unless otherwise agreed by the Issuer), duly completed and executed and any other evidence as the Registrar or Transfer Agent may reasonably require. In the case of a transfer of part only of a holding of Registered Notes represented by one Certificate, a new Certificate shall be issued to the transferee in respect of the part transferred and a further new Certificate in respect of the balance of the holding not transferred shall be issued to the transferor. All transfers of Notes and entries on the Register will be made subject to the detailed regulations concerning transfers of Notes scheduled to the Agency Agreement. The regulations may be changed by the Issuer, with the prior



written approval of the Registrar and the Trustee. A copy of the current regulations will be made available by the Registrar to any Noteholder upon request.

- (c) **Exercise of Options or Partial Redemption in Respect of Registered Notes:** In the case of an exercise of an Issuer's or Noteholders' option in respect of, or a partial redemption of, a holding of Registered Notes represented by a single Certificate, a new Certificate shall be issued to the holder to reflect the exercise of such option or in respect of the balance of the holding not redeemed. In the case of a partial exercise of an option resulting in Registered Notes of the same holding having different terms, separate Certificates shall be issued in respect of those Notes of that holding that have the same terms. New Certificates shall only be issued against surrender of the existing Certificates to the Registrar or any Transfer Agent. In the case of a transfer of Registered Notes to a person who is already a holder of Registered Notes, a new Certificate representing the enlarged holding shall only be issued against surrender of the Certificate representing the existing holding.
- (d) **Delivery of New Certificates:** Each new Certificate to be issued pursuant to Conditions 2(b) or 2(c) shall be available for delivery within three business days of receipt of the form of transfer or Exercise Notice (as defined in Condition 6(e)) and surrender of the Certificate for exchange. Delivery of the new Certificate(s) shall be made at the specified office of the Transfer Agent or of the Registrar (as the case may be) to whom delivery or surrender of such form of transfer, Exercise Notice or Certificate shall have been made or, at the option of the holder making such delivery or surrender as aforesaid and as specified in the relevant form of transfer, Exercise Notice or otherwise in writing, be mailed by uninsured post at the risk of the holder entitled to the new Certificate to such address as may be so specified, unless such holder requests otherwise and pays in advance to the relevant Transfer Agent the costs of such other method of delivery and/or such insurance as it may specify. In this Condition 2(d), "**business day**" means a day, other than a Saturday or Sunday, on which banks are open for business in the place of the specified office of the relevant Transfer Agent or the Registrar (as the case may be).
- (e) **Transfers Free of Charge:** Transfers of Notes and Certificates on registration, transfer, exercise of an option or partial redemption shall be effected without charge by or on behalf of the Issuer, the Registrar or the Transfer Agents, but upon payment of any tax or other governmental charges that may be imposed in relation to it (or the giving of such indemnity as the Registrar or the relevant Transfer Agent may require).
- (f) **Closed Periods:** No Noteholder may require the transfer of a Registered Note to be registered (i) during the period of 15 days prior to any date on which Notes may be redeemed by the Issuer at its option pursuant to Conditions 6(d) or 6(h), (ii) after any such Note has been called for redemption or (iii) during the period of seven days ending on (and including) the Maturity Date or any Record Date.

### 3 Guarantee and Status

- (a) **Guarantee:** The Guarantor has unconditionally and irrevocably guaranteed the due payment of all sums expressed to be payable by the Issuer under the Trust

Deed, the Notes and the Coupons. Its obligations in that respect are contained in the Trust Deed.

- (b) **Status of Notes and Guarantee:** The Notes and the Coupons relating to them constitute (subject to Condition 4) unsecured obligations of the Issuer and shall at all times rank *pari passu* and without any preference among themselves. The payment obligations of the Issuer under the Notes and the Coupons relating to them and of the Guarantor under the Guarantee shall, save for such exceptions as may be provided by applicable legislation and subject to Condition 4, at all times rank at least equally with all other unsecured and unsubordinated indebtedness and monetary obligations of the Issuer and the Guarantor respectively, present and future.

#### 4 Negative Pledge

So long as any Note or Coupon remains outstanding (as defined in the Trust Deed), each of the Issuer and the Guarantor shall not, and shall procure that no Material Subsidiary (as defined in Condition 10) shall, create or have outstanding any mortgage, charge, pledge, lien or other encumbrance (other than any arising by operation of law) (each a **"Security Interest"**) upon the whole or any part of its or their respective undertakings, assets or revenues (including any uncalled capital), present or future, to secure any Relevant Indebtedness (as defined below) or to secure any guarantee or indemnity in respect of any Relevant Indebtedness, without at the same time or prior thereto ensuring that the Notes and the Coupons are secured by equal and rateable security as the Security Interest created or subsisting to secure any such Relevant Indebtedness, guarantee or indemnity or such other security as either (i) the Trustee shall in its absolute discretion deem not materially less beneficial to the interest of the Noteholders or (ii) shall be approved by an Extraordinary Resolution (as defined in the Trust Deed) of the Noteholders, save that the Issuer or the Guarantor may create or have outstanding (without the obligation so to secure the Notes) any Permitted Security Interest.

In these Conditions:

- (a) **"Permitted Security Interest"** means:
- (i) any Security Interest securing Relevant Indebtedness which exists on any undertaking or asset of the Issuer, the Guarantor or any Material Subsidiary which asset or undertaking is acquired after the date on which agreement is reached to issue the first Tranche of the Notes; provided that, such Security Interest existed at the date of such acquisition, was not granted in contemplation of the acquisition and the amount thereby secured has not been increased in contemplation of, or since the date of, the acquisition and any Security Interest over the same undertaking or asset which is given for the purpose of, and to the extent of, the refinancing of any such Relevant Indebtedness;
  - (ii) any Security Interest as shall have been previously approved in writing by the Trustee in its sole discretion (if the Trustee is of the opinion that to do so will not be materially prejudicial to the Noteholders) or by an Extraordinary Resolution of the Noteholders; or

- (iii) any Security Interest granted by any member of the Group (as defined in Condition 10) pursuant to a Securitisation; provided that, the maximum aggregate amount of Receivables outstanding under any and all Securitisations shall not, at any time, exceed the Securitisation Programme Limit.
- (b) “**Receivable**” means the unpaid portion of the obligations of any trade debtor of any member of the Group in respect of the supply of goods and/or services by that member of the Group.
- (c) “**Relevant Indebtedness**” means any indebtedness for moneys borrowed (as defined in Condition 10) which is in the form of, or represented or evidenced by, bonds, notes, debentures, loan stock or other securities which for the time being are, or are intended to be (with the agreement of the issuer thereof) or capable of being, quoted, listed or dealt in or traded on a stock exchange or over-the-counter or other recognised securities market other than indebtedness which has a stated maturity not exceeding one year.
- (d) “**Securitisation**” means any transaction or series of related transactions providing for the securitisation of any Receivables.
- (e) “**Securitisation Programme Limit**” means £200,000,000 (or its equivalent in other currencies).
- (f) “**Subsidiary**” means any entity which is for the time being a subsidiary within the meaning of Section 1159 of the Companies Act 2006.

The Trustee shall not be under any duty to monitor whether any Security Interest has been created or is outstanding for the purposes of this Condition 4 and will not be responsible to Noteholders or Couponholders for any loss arising from any failure to do so. Unless and until the Trustee has received written notice pursuant to the Trust Deed of the creation or existence of any such Security Interest, it will be entitled to assume that none exists.

## 5 Interest and other Calculations

- (a) **Interest on Fixed Rate Notes:** Each Fixed Rate Note bears interest on its outstanding nominal amount from and including the Interest Commencement Date at the rate per annum (expressed as a percentage) equal to the Rate of Interest, such interest being payable in arrear on each Interest Payment Date. The amount of interest payable shall be determined in accordance with Condition 5(f).
- (b) **Interest on Floating Rate Notes**
  - (i) *Interest Payment Dates:* Each Floating Rate Note bears interest on its outstanding nominal amount from and including the Interest Commencement Date at the rate per annum (expressed as a percentage) equal to the Rate of Interest, such interest being payable in arrear on each Interest Payment Date. The amount of interest payable shall be determined in accordance with Condition 5(f). Such Interest Payment Dates are either shown hereon as Specified Interest Payment Dates or, if no Specified Interest Payment Dates are shown hereon, Interest Payment Date shall mean each date which falls the number of months or other period shown hereon as the Interest Period after the preceding Interest

Payment Date or, in the case of the first Interest Payment Date, after the Interest Commencement Date.

- (ii) *Business Day Convention*: If any date referred to in these Conditions that is specified to be subject to adjustment in accordance with a Business Day Convention would otherwise fall on a day that is not a Business Day, then, if the Business Day Convention specified is (A) the Floating Rate Business Day Convention, such date shall be postponed to the next day that is a Business Day unless it would thereby fall into the next calendar month, in which event (x) such date shall be brought forward to the immediately preceding Business Day and (y) each subsequent such date shall be the last Business Day of the month in which such date would have fallen had it not been subject to adjustment, (B) the Following Business Day Convention, such date shall be postponed to the next day that is a Business Day, (C) the Modified Following Business Day Convention, such date shall be postponed to the next day that is a Business Day unless it would thereby fall into the next calendar month, in which event such date shall be brought forward to the immediately preceding Business Day or (D) the Preceding Business Day Convention, such date shall be brought forward to the immediately preceding Business Day.
- (iii) *Rate of Interest for Floating Rate Notes*: The Rate of Interest in respect of Floating Rate Notes for each Interest Accrual Period shall be determined in the manner specified hereon and the provisions below relating to either ISDA Determination or Screen Rate Determination shall apply, depending upon which is specified hereon.

(A) ISDA Determination for Floating Rate Notes

Where ISDA Determination is specified hereon as the manner in which the Rate of Interest is to be determined, the Rate of Interest for each Interest Accrual Period shall be determined by the Calculation Agent as a rate equal to the relevant ISDA Rate. For the purposes of this sub-paragraph (A), “**ISDA Rate**” for an Interest Accrual Period means a rate equal to the Floating Rate that would be determined by the Calculation Agent under a Swap Transaction under the terms of an agreement incorporating the ISDA Definitions and under which:

- (x) the Floating Rate Option is as specified hereon
- (y) the Designated Maturity is a period specified hereon and
- (z) the relevant Reset Date is the first day of that Interest Accrual Period unless otherwise specified hereon.

For the purposes of this sub-paragraph (A), “**Floating Rate**”, “**Calculation Agent**”, “**Floating Rate Option**”, “**Designated Maturity**”, “**Reset Date**” and “**Swap Transaction**” have the meanings given to those terms in the ISDA Definitions.

Notwithstanding anything included in the ISDA Definitions and/or ISDA Determinations to the contrary, the Issuer agrees that the

Citibank, N.A., London Branch (in its capacity as Calculation Agent, if so appointed) will have no obligation to exercise any discretion (including, but not limited to, determinations of alternative or substitute benchmarks, successor reference rates, screen pages, interest adjustment factors/fractions or spreads, market disruptions, benchmark amendment conforming changes or selection and polling of reference banks), and to the extent the ISDA Definitions and/or ISDA Determinations require, for a particular Series of Notes, the Calculation Agent to exercise any such discretions and/or make such determinations and/or take such actions, such references shall be construed as the Issuer (or its financial adviser or alternate agent appointed by the Issuer) exercising such discretions and/or determinations and/or taking such actions and not the Calculation Agent.

(B) Screen Rate Determination for Floating Rate Notes not referencing SONIA

(x) Where Screen Rate Determination is specified hereon as the manner in which the Rate of Interest is to be determined, and unless the Reference Rate in respect of the relevant Series of Floating Rate Notes is specified hereon as being "SONIA", the Rate of Interest for each Interest Accrual Period will, subject to Condition 5(b)(iii)(E) and as provided below, be either:

(1) the offered quotation; or

(2) the arithmetic mean of the offered quotations,

(expressed as a percentage rate per annum) for the Reference Rate which appears or appear, as the case may be, on the Relevant Screen Page as at 11.00 a.m. (Brussels time) on the Interest Determination Date in question as determined by the Calculation Agent. If five or more of such offered quotations are available on the Relevant Screen Page, the highest (or, if there is more than one such highest quotation, one only of such quotations) and the lowest (or, if there is more than one such lowest quotation, one only of such quotations) shall be disregarded by the Calculation Agent for the purpose of determining the arithmetic mean of such offered quotations.

If the Reference Rate from time to time in respect of Floating Rate Notes is specified hereon as being other than EURIBOR, the Rate of Interest in respect of such Notes will be determined as provided hereon.

(y) if the Relevant Screen Page is not available or if, subparagraph (x)(1) applies and no such offered quotation appears on the Relevant Screen Page or, if subparagraph

(x)(2) above applies and fewer than three such offered quotations appear on the Relevant Screen Page in each case as at the time specified above, subject as provided below, the Issuer shall request the principal Euro-zone office of each of the Reference Banks to provide the Calculation Agent with its offered quotation (expressed as a percentage rate per annum) for the Reference Rate at approximately 11.00 a.m. (Brussels time) on the Interest Determination Date in question. If two or more of the Reference Banks provide the Calculation Agent with such offered quotations, the Rate of Interest for such Interest Accrual Period shall be the arithmetic mean of such offered quotations as determined by the Calculation Agent; and

- (z) if paragraph (y) above applies and the Calculation Agent determines that fewer than two Reference Banks are providing offered quotations, subject as provided below, the Rate of Interest shall be the arithmetic mean of the rates per annum (expressed as a percentage) as communicated to the Calculation Agent by the Reference Banks or any two or more of them, at which such banks were offered, at approximately 11.00 a.m. (Brussels time) on the relevant Interest Determination Date, deposits in the Specified Currency for a period equal to that which would have been used for the Reference Rate by leading banks in the Euro-zone inter-bank market, or, if fewer than two of the Reference Banks provide the Calculation Agent with such offered rates, the offered rate for deposits in the Specified Currency for a period equal to that which would have been used for the Reference Rate, or the arithmetic mean of the offered rates for deposits in the Specified Currency for a period equal to that which would have been used for the Reference Rate, at which, at approximately 11.00 a.m. (Brussels time) on the relevant Interest Determination Date, any one or more banks (which bank or banks is or are in the opinion of the Issuer suitable for such purpose) informs the Calculation Agent it is quoting to leading banks in the Euro-zone inter-bank market, provided that, if the Rate of Interest cannot be determined in accordance with the foregoing provisions of this paragraph, the Rate of Interest shall be determined as at the last preceding Interest Determination Date (though substituting, where a different Margin or Maximum or Minimum Rate of Interest is to be applied to the relevant Interest Accrual Period from that which applied to the last preceding Interest Accrual Period, the Margin or Maximum or Minimum Rate of Interest relating to the relevant Interest Accrual Period, in place of the Margin or Maximum or

Minimum Rate of Interest relating to that last preceding Interest Accrual Period).

(C) Screen Rate Determination for Floating Rate Notes referencing Compounded SONIA

(x) SONIA Compounded Index Rate

Where (i) Screen Rate Determination is specified hereon as the manner in which the Rate of Interest is to be determined; (ii) the Reference Rate is specified hereon as being SONIA; and (iii) SONIA Compounded Index Rate is specified hereon, the Rate of Interest for each Interest Period will, subject to Condition 5(b)(iii)(E) be the SONIA Compounded Index Rate as follows, plus or minus (as indicated hereon) the Margin.

For the purposes of this Condition 5(b)(iii)(C)(x)

“**SONIA Compounded Index Rate**” means, with respect to an Interest Period, the rate of return of a daily compound interest investment during the Observation Period corresponding to such Interest Period (with the daily Sterling overnight reference rate as reference rate for the calculation of interest) and will be calculated by the Calculation Agent on the Interest Determination Date, as follows, and the resulting percentage will be rounded, if necessary, to the fourth decimal place, with 0.00005 being rounded upwards,

$$\left( \frac{SONIA\ Compounded\ Index_{END}}{SONIA\ Compounded\ Index_{START}} - 1 \right) \times \left( \frac{365}{d} \right)$$

provided, however, that and subject to Condition 5(b)(iii)(E), if the SONIA Compounded Index Value is not available in relation to any Interest Period on the Relevant Screen Page for the determination of either or both of SONIA Compounded Index<sub>START</sub> and SONIA Compounded Index<sub>END</sub>, the Rate of Interest shall be calculated for such Interest Period on the basis of the SONIA Compounded Daily Reference Rate as set out in Condition 5(b)(iii)(C)(y) below as if SONIA Compounded Daily Reference Rate with Observation Shift had been specified hereon and the “Relevant Screen Page” shall be deemed to be the “Relevant Fallback Screen Page” as specified hereon,

where:

“**d**” means the number of calendar days in the relevant Observation Period;

“**London Business Day**”, means any day on which commercial banks are open for general business

(including dealing in foreign exchange and foreign currency deposits) in London;

**“Observation Period”** means, in respect of an Interest Period, the period from (and including) the date falling “p” London Business Days prior to the first day of such Interest Period (and the first Observation Period shall begin on and include the date which is “p” London Business Days prior to the Interest Commencement Date) and ending on (but excluding) the date which is “p” London Business Days prior to the Interest Payment Date for such Interest Period (or the date falling “p” London Business Days prior to such earlier date, if any, on which the Notes become due and payable);

**“p”** means, for any Interest Period the whole number specified hereon (or, if no such number is so specified, five London Business Days and shall not be less than five London Business Days unless agreed with the Issuing and Paying Agent) representing a number of London Business Days;

**“SONIA Compounded Index”** means the index known as the SONIA Compounded Index administered by the Bank of England (or any successor administrator thereof);

**“SONIA Compounded Index<sub>START</sub>”** means, in respect of an Interest Period, the SONIA Compounded Index Value on the date falling “p” London Business Days prior to (i) the first day of such Interest Period, or (ii) in the case of the first Interest Period, the Interest Commencement Date;

**“SONIA Compounded Index<sub>END</sub>”** means the SONIA Compounded Index Value on the date falling “p” London Business Days prior to (i) in respect of an Interest Period, the Interest Payment Date for such Interest Period, or (ii) if the Notes become due and payable prior to the end of an Interest Period, the date on which the Notes become so due and payable; and

**“SONIA Compounded Index Value”** means in relation to any London Business Day, the value of the SONIA Compounded Index as published by authorised distributors on the Relevant Screen Page on such London Business Day or, if the value of the SONIA Compounded Index cannot be obtained from such authorised distributors, as published on the Bank of England’s website at [www.bankofengland.co.uk/boeapps/database/](http://www.bankofengland.co.uk/boeapps/database/) (or such other page or website as may replace such page for the purposes of publishing the SONIA Compounded Index) on such London Business Day.



(y) SONIA Compounded Daily Reference Rate

Where (i) Screen Rate Determination is specified hereon as the manner in which the Rate of Interest is to be determined (ii) the Reference Rate is specified hereon as being SONIA; and (iii) SONIA Compounded Daily Reference Rate is specified hereon, the Rate of Interest for each Interest Period will, subject to Condition 5(b)(iii)(E), be the SONIA Compounded Daily Reference Rate as follows, plus or minus (as indicated hereon) the Margin,

**“SONIA Compounded Daily Reference Rate”** means, in respect of an Interest Period, the rate of return of a daily compound interest investment (with the daily Sterling overnight reference rate as reference rate for the calculation of interest) and will be calculated by the Calculation Agent on the Interest Determination Date, as follows, and the resulting percentage will be rounded, if necessary, to the fourth decimal place, with 0.00005 being rounded upwards,

$$\left[ \prod_{i=1}^{d_o} \left( 1 + \frac{SONIA_i \times n_i}{365} \right) - 1 \right] \times \frac{365}{d}$$

Where :

**“London Business Day”**, **“Observation Period”** and **“p”** have the respective meanings set out under Condition 5(b)(iii)(C)(x);

**“d”** is the number of calendar days in the relevant:

- (i) Observation Period where Observation Shift is specified hereon; or
- (ii) Interest Period where Lag is specified hereon;

**“d<sub>o</sub>”** is the number of London Business Days in the relevant:

- (i) Observation Period where Observation Shift is specified hereon; or
- (ii) Interest Period where Lag is specified hereon;

**“I”** is a series of whole numbers from one to d<sub>o</sub>, each representing the relevant London Business Day in chronological order from, and including, the first London Business Day in the relevant:

- (i) Observation Period where Observation Shift is specified hereon; or
- (ii) Interest Period where Lag is specified hereon;

“*n*”, for any London Business Day “*t*”, means the number of calendar days from and including such London Business Day “*t*” up to but excluding the following London Business Day;

“**SONIA**” means, in relation to any London Business Day the SONIA reference rate in respect of:

- (i) that London Business Day “*t*” where Observation Shift is specified hereon; or
- (ii) the London Business Day (being a London Business Day falling in the relevant Observation Period) falling “*p*” London Business Days prior to the relevant London Business Day “*t*” where Lag is specified hereon; and

the “**SONIA reference rate**”, in respect of any London Business Day, is a reference rate equal to the daily Sterling Overnight Index Average (“**SONIA**”) rate for such London Business Day as provided by the administrator of SONIA to authorised distributors and as then published on the Relevant Screen Page on the next following London Business Day or, if the Relevant Screen Page is unavailable, as published by authorised distributors on such London Business Day or, if SONIA cannot be obtained from such authorised distributors, as published on the Bank of England’s Website at [www.bankofengland.co.uk/boeapps/database/](http://www.bankofengland.co.uk/boeapps/database/) (or such other page or website as may replace such page for the purposes of publishing the SONIA reference rate).

- (z) Subject to Condition 5(b)(iii)(E), where SONIA is specified as the Reference Rate hereon and either (i) SONIA Compounded Daily Reference Rate is specified hereon, or (ii) the SONIA Compounded Index Rate is specified hereon and Condition 5(b)(iii)(C)(y) applies, if, in respect of any London Business Day, the SONIA reference rate is not available on the Relevant Screen Page or Relevant Fallback Screen Page as applicable, (or as otherwise provided in the relevant definition thereof), such Reference Rate shall be:

- 1. (i) the Bank of England’s Bank Rate (the “**Bank Rate**”) prevailing at close of business on the relevant London Business Day; plus (ii) the mean of the spread of the SONIA reference rate to the Bank Rate over the previous five days on which the SONIA reference rate has been published, excluding the highest spread (or, if there is more than one highest spread, one only of those highest spreads) and lowest spread (or, if there is more

than one lowest spread, one only of those lowest spreads) to the Bank Rate, or

2. if such Bank Rate is not available, the SONIA reference rate published on the Relevant Screen Page (or as otherwise provided in the relevant definition thereof) for the first preceding London Business Day on which the SONIA reference rate was published on the Relevant Screen Page (or as otherwise provided in the relevant definition thereof), and

in each case, SONIA<sub>i</sub> shall be interpreted accordingly.

- (aa) If the Rate of Interest cannot be determined in accordance with the foregoing provisions, but without prejudice to Condition 5(b)(iii)(E), the Rate of Interest shall be (i) determined as at the last preceding Interest Determination Date (though substituting, where a different Margin or Maximum Rate of Interest or Minimum Rate of Interest is to be applied to the relevant Interest Accrual Period from that which applied to the last preceding Interest Accrual Period, the Margin or Maximum Rate of Interest or Minimum Rate of Interest relating to the relevant Interest Accrual Period, in place of the Margin or Maximum Rate of Interest or Minimum Rate of Interest relating to that last preceding Interest Accrual Period) or (ii) if there is no such preceding Interest Determination Date, the initial Rate of Interest which would have been applicable to such Series of Notes for the first Interest Accrual Period had the Notes been in issue for a period equal in duration to the scheduled first Interest Accrual Period but ending on (and excluding) the Interest Commencement Date (but applying the Margin and any Maximum Rate of Interest or Minimum Rate of Interest applicable to the first Interest Accrual Period).

If the relevant Series of Notes become due and payable in accordance with Condition 10, the final Interest Determination Date shall, notwithstanding any Interest Determination Date specified hereon, be deemed to be the date on which such Notes became due and payable and the Rate of Interest on such Notes shall, for so long as any such Note remains outstanding, be that determined on such date.

(D) Linear Interpolation

Where Linear Interpolation is specified hereon as applicable in respect of an Interest Accrual Period, the Rate of Interest for such Interest Accrual Period shall be calculated by the Calculation Agent by straight line linear interpolation by reference to two rates

based on the relevant Reference Rate (where Screen Rate Determination is specified hereon as applicable) or the relevant Floating Rate Option (where ISDA Determination is specified hereon as applicable), one of which shall be determined as if the Applicable Maturity were the period of time for which rates are available next shorter than the length of the relevant Interest Accrual Period and the other of which shall be determined as if the Applicable Maturity were the period of time for which rates are available next longer than the length of the relevant Interest Accrual Period provided however that if there is no rate available for the period of time next shorter or, as the case may be, next longer, then the Issuer (acting in good faith and in consultation with an independent financial institution of international repute or an independent financial adviser with appropriate expertise appointed by the Issuer) shall determine such rate at such time and by reference to such sources as it determines appropriate.

**“Applicable Maturity”** means: (a) in relation to Screen Rate Determination, the period of time designated in the Reference Rate, and (b) in relation to ISDA Determination, the Designated Maturity.

(E) Benchmark Discontinuation

A. **Independent Adviser**

If a Benchmark Event occurs in relation to an Original Reference Rate when any Rate of Interest (or any component part thereof) remains to be determined by reference to such Original Reference Rate the Issuer shall use its reasonable endeavours to appoint an Independent Adviser, as soon as reasonably practicable, to determine a Successor Rate, failing which an Alternative Rate (in accordance with Condition 5(b)(iii)(E)(B)) and, in either case, an Adjustment Spread and any Benchmark Amendments (in accordance with Condition 5(b)(iii)(E)(D)). In making such determination, the Independent Adviser appointed pursuant to this Condition 5(b)(iii)(E) shall act in good faith and in a commercially reasonable manner as an expert. In the absence of bad faith or fraud, the Independent Adviser shall have no liability whatsoever to the Issuer, the Guarantor, the Trustee, the Paying Agents, the Noteholders or the Couponholders for any determination made by it pursuant to this Condition 5(b)(iii)(E).

If (i) the Issuer is unable to appoint an Independent Adviser; or (ii) the Independent Adviser appointed by it fails to determine a Successor Rate or, failing which, an Alternative Rate in accordance with this Condition 5(b)(iii)(E)(A) prior to the date which is three business days

prior to the relevant Interest Determination Date, the Rate of Interest applicable to the next succeeding Interest Accrual Period shall be equal to the Rate of Interest last determined in relation to the Notes in respect of the immediately preceding Interest Accrual Period. If there has not been a first Interest Payment Date, the Rate of Interest shall be the initial Rate of Interest. Where a different Margin or Maximum or Minimum Rate of Interest is to be applied to the relevant Interest Accrual Period from that which applied to the last preceding Interest Accrual Period, the Margin or Maximum or Minimum Rate of Interest relating to the relevant Interest Accrual Period shall be substituted in place of the Margin or Maximum or Minimum Rate of Interest relating to that last preceding Interest Accrual Period. For the avoidance of doubt, this paragraph shall apply to the relevant next succeeding Interest Accrual Period only and any subsequent Interest Accrual Periods are subject to the subsequent operation of, and to adjustment as provided in, the first paragraph of this Condition 5(b)(iii)(E)(A).

**B. Successor Rate or Alternative Rate**

If the Independent Adviser determines that:

- (iii) there is a Successor Rate, then such Successor Rate and the applicable Adjustment Spread shall subsequently be used in place of the Original Reference Rate to determine the Rate of Interest (or the relevant component part thereof) for all future payments of interest on the Notes (subject to the operation of this Condition 5(b)(iii)(E)); or
- (iv) there is no Successor Rate but that there is an Alternative Rate, then such Alternative Rate and the applicable Adjustment Spread shall subsequently be used in place of the Original Reference Rate to determine the Rate of Interest (or the relevant component part thereof) for all future payments of interest on the Notes (subject to the operation of this Condition 5(b)(iii)(E)).

**C. Adjustment Spread**

The Adjustment Spread (or the formula or methodology for determining the Adjustment Spread) shall be applied to the Successor Rate or the Alternative Rate (as the case may be). If the Independent Adviser is unable to determine the quantum of, or a formula or methodology for determining, such Adjustment Spread, then the Successor Rate or Alternative Rate (as applicable) will apply without an Adjustment Spread.

D. **Benchmark Amendments**

If any Successor Rate or Alternative Rate and, in either case, the applicable Adjustment Spread is determined in accordance with this Condition 5(b)(iii)(E) and the Independent Adviser determines (i) that amendments to these Conditions, the Trust Deed and the Agency Agreement are necessary to ensure the proper operation of such Successor Rate or Alternative Rate and/or (in either case) the applicable Adjustment Spread (such amendments, the “**Benchmark Amendments**”) and (ii) the terms of the Benchmark Amendments, then the Issuer and Guarantor shall, subject to giving notice thereof in accordance with Condition 5(b)(iii)(E)(E), without any requirement for the consent or approval of Noteholders or Couponholders, vary these Conditions and/or the Trust Deed and/or the Agency Agreement to give effect to such Benchmark Amendments with effect from the date specified in such notice.

At the request of the Issuer, but subject to receipt by the Trustee of a certificate signed by two directors of the Issuer pursuant to Condition 5(b)(iii)(E)(E), the Trustee shall (at the expense of the Issuer), without any requirement for the consent or approval of the Noteholders or Couponholders, be obliged to concur with the Issuer in effecting any Benchmark Amendments (including, inter alia, by the execution of a deed supplemental to or amending the Trust Deed), provided that the Trustee shall not be obliged so to concur if in the opinion of the Trustee doing so would impose more onerous obligations upon it or expose it to any additional duties, responsibilities or liabilities or reduce or amend the protective provisions afforded to the Trustee in these Conditions or the Trust Deed (including, for the avoidance of doubt, any supplemental trust deed) in any way.

Notwithstanding any other provision of this Condition 5(b)(iii)(E), the Calculation Agent or any Paying Agent is not obliged to concur with the Issuer or the Independent Adviser in respect of any changes or amendments as contemplated under this Condition 5(b)(iii)(E) to which, in the sole opinion of the Calculation Agent or the relevant Paying Agent, as the case may be, would impose more onerous obligations upon it or expose it to any additional duties, responsibilities or liabilities or reduce or amend the protective provisions afforded to the Calculation Agent or the relevant Paying Agent (as applicable) in the Agency Agreement and/or these Conditions.

In connection with any such variation in accordance with this Condition 5(b)(iii)(E)(D), the Issuer shall comply with the rules of any stock exchange on which the Notes are for the time being listed or admitted to trading.

**E. Notices, etc.**

Any Successor Rate, Alternative Rate, Adjustment Spread and the specific terms of any Benchmark Amendments determined under this Condition 5(b)(iii)(E) will be notified promptly and in any event at least 10 business days prior to the relevant Interest Determination Date by the Issuer to the Trustee, the Calculation Agent and the Paying Agents. In accordance with Condition 16, notice shall be provided to the Noteholders promptly thereafter. Such notice shall be irrevocable and shall specify the effective date of the Benchmark Amendments, if any.

No later than notifying the Noteholders of the same, the Issuer shall deliver to the Trustee, the Calculation Agent and the Paying Agents a certificate signed by two directors of the Issuer:

- (1) confirming (i) that a Benchmark Event has occurred, (ii) the Successor Rate or, as the case may be, the Alternative Rate, (iii) the applicable Adjustment Spread and (iv) the specific terms of the Benchmark Amendments (if any), in each case as determined in accordance with the provisions of this Condition 5(b)(iii)(E); and
- (2) certifying that the Benchmark Amendments (if any) are necessary to ensure the proper operation of such Successor Rate or Alternative Rate and (in either case) the applicable Adjustment Spread.

Each of the Trustee, the Calculation Agent and the Paying Agents shall be entitled to rely on such certificate (without liability to any person and without further enquiry) as sufficient evidence thereof. The Successor Rate or Alternative Rate and the Adjustment Spread and the Benchmark Amendments (if any) specified in such certificate will (in the absence of manifest error or bad faith in the determination of the Successor Rate or Alternative Rate and the Adjustment Spread and the Benchmark Amendments (if any) and without prejudice to the Trustee's or the Calculation Agent's or the Paying Agents' ability to rely on such certificate as aforesaid) be binding on the Issuer, the Trustee, the Calculation Agent, the Paying Agents and the Noteholders.

Notwithstanding any other provision of this Condition 5(b)(iii)(E), if following the determination of any Successor Rate, Alternative Rate, Adjustment Spread or Benchmark Amendments (if any), in the Calculation Agent's opinion there is any uncertainty between two or more alternative courses of action in making any determination or calculation under this Condition 5(b)(iii)(E), the Calculation Agent shall promptly notify the Issuer thereof and the Issuer shall direct the Calculation Agent in writing as to which alternative course of action to adopt. If the Calculation Agent is not promptly provided with such direction, or is otherwise unable (other than due to its own gross negligence, wilful default or fraud) to make such calculation or determination for any reason, it shall notify the Issuer thereof and the Calculation Agent shall be under no obligation to make such calculation or determination and (in the absence of such gross negligence, wilful default or fraud) shall not incur any liability for not doing so.

**F. Survival of Original Reference Rate**

Without prejudice to the obligations of the Issuer under Condition 5(b)(iii)(E)(A), Condition 5(b)(iii)(E)(B), Condition 5(b)(iii)(E)(C) and Condition 5(b)(iii)(E)(D), the Original Reference Rate and the fallback provisions provided for in Condition 5(b)(iii)(B) will continue to apply unless and until a Benchmark Event has occurred.

**G. Definitions:**

As used in these Conditions:

**“Adjustment Spread”** means either (a) a spread (which may be positive, negative or zero) or (b) a formula or methodology for calculating a spread, in each case to be applied to the Successor Rate or the Alternative Rate (as the case may be) and is the spread, formula or methodology which:

- (i) in the case of a Successor Rate, is formally recommended in relation to the replacement of the Original Reference Rate with the Successor Rate by any Relevant Nominating Body; or (if no such recommendation has been made, or in the case of an Alternative Rate);
- (ii) the Independent Adviser determines, is customarily applied to the relevant Successor Rate or the Alternative Rate (as the case may be) in international debt capital markets transactions to produce an industry-accepted replacement rate for



the Original Reference Rate; or (if the Independent Adviser determines that no such spread is customarily applied);

- (iii) the Independent Adviser determines is recognised or acknowledged as being the industry standard for over-the-counter derivative transactions which reference the Original Reference Rate, where such rate has been replaced by the Successor Rate or the Alternative Rate (as the case may be).

**“Alternative Rate”** means an alternative benchmark or screen rate which the Independent Adviser determines in accordance with Condition 5(b)(iii)(E)(B)) is customarily applied in international debt capital markets transactions for the purposes of determining rates of interest (or the relevant component part thereof) in the same Specified Currency as the Notes.

**“Benchmark Amendments”** has the meaning given to it in Condition 5(b)(iii)(E)(D).

**“Benchmark Event”** means:

- (i) the Original Reference Rate ceasing to be published for a period of at least five Business Days or ceasing to exist; or
- (ii) a public statement by the administrator of the Original Reference Rate that it has ceased or that it will cease publishing the Original Reference Rate permanently or indefinitely (in circumstances where no successor administrator has been appointed that will continue publication of the Original Reference Rate); or
- (iii) a public statement by the supervisor of the administrator of the Original Reference Rate, that the Original Reference Rate has been or will be permanently or indefinitely discontinued; or
- (iv) a public statement by the supervisor of the administrator of the Original Reference Rate as a consequence of which the Original Reference Rate will be prohibited from being used either generally, or in respect of the Notes; or
- (v) the making of a public statement by the supervisor of the administrator of the Original Reference Rate that, with effect from a date after 31 December 2021, the Original Reference Rate will be (or will be deemed by such supervisor to be) no longer representative of its relevant underlying market; or

- (vi) it has become unlawful for any Paying Agent, the Calculation Agent, the Issuer or other party to calculate any payments due to be made to any Noteholder using the Original Reference Rate,

provided that, the Benchmark Event shall be deemed to occur (a) in the case of sub-paragraphs (ii) and (iii) above, on the date of the cessation of publication of the Original Reference Rate or the discontinuation of the Original Reference Rate, as the case may be, (b) in the case of sub-paragraph (iv) above, on the date of the prohibition of use of the Original Reference Rate and (c) in the case of sub-paragraph (v) above, on the date with effect from which the Original Reference Rate will no longer be (or will be deemed by the relevant supervisor to no longer be) representative of its relevant underlying market and which is specified in the relevant public statement, and, in each case, not the date of the relevant public statement.

The occurrence of a Benchmark Event shall be determined by the Issuer and promptly notified to the Trustee, the Calculation Agent and the Paying Agents. For the avoidance of doubt, neither the Trustee, the Calculation Agent nor the Paying Agents shall have any responsibility for making such determination.

**“Independent Adviser”** means an independent financial institution of international repute or an independent financial adviser with appropriate expertise appointed by the Issuer under Condition 5(b)(iii)(E)(A).

**“Original Reference Rate”** means the originally-specified benchmark or screen rate (as applicable) used to determine the Rate of Interest (or any component part thereof) on the Notes.

**“Relevant Nominating Body”** means, in respect of a benchmark or screen rate (as applicable):

- (i) the central bank for the currency to which the benchmark or screen rate (as applicable) relates, or any central bank or other supervisory authority which is responsible for supervising the administrator of the benchmark or screen rate (as applicable); or
- (ii) any working group or committee sponsored by, chaired or co-chaired by or constituted at the request of (a) the central bank for the currency to which the benchmark or screen rate (as applicable) relates, (b) any central bank or other supervisory authority which is responsible for

supervising the administrator of the benchmark or screen rate (as applicable), (c) a group of the aforementioned central banks or other supervisory authorities or (d) the Financial Stability Board or any part thereof.

“**Successor Rate**” means a successor to or replacement of the Original Reference Rate which is formally recommended by any Relevant Nominating Body.

- (c) **Accrual of Interest:** Interest shall cease to accrue on each Note on the due date for redemption unless, upon due presentation, payment is improperly withheld or refused, in which event interest shall continue to accrue (both before and after judgment) at the Rate of Interest in the manner provided in this Condition 5 to the Relevant Date (as defined in Condition 8).
- (d) **Zero Coupon Notes:** Where a Note the Interest Basis of which is specified to be Zero Coupon is repayable prior to the Maturity Date and is not paid when due, the amount due and payable prior to the Maturity Date shall be the Early Redemption Amount of such Note. As from the Maturity Date, the Rate of Interest for any overdue principal of such a Note shall be a rate per annum (expressed as a percentage) equal to the Amortisation Yield (as described in Condition 6(b)(i)).
- (e) **Margin, Maximum/Minimum Rates of Interest, Redemption Amounts and Rounding:**
  - (i) If any Margin is specified hereon (either (x) generally, or (y) in relation to one or more Interest Accrual Periods), an adjustment shall be made to all Rates of Interest, in the case of (x), or the Rates of Interest for the specified Interest Accrual Periods, in the case of (y), calculated in accordance with Condition 5(b) above by adding (if a positive number) or subtracting the absolute value (if a negative number) of such Margin, subject always to the next paragraph.
  - (ii) If any Maximum or Minimum Rate of Interest or Redemption Amount is specified hereon, then any Rate of Interest or Redemption Amount shall be subject to such maximum or minimum, as the case may be.
  - (iii) For the purposes of any calculations required pursuant to these Conditions (unless otherwise specified), (x) all percentages resulting from such calculations shall be rounded, if necessary, to the nearest one hundred-thousandth of a percentage point (with 0.000005 of a percentage point being rounded up), (y) all figures shall be rounded to seven significant figures (provided that if the eighth significant figure is a five or greater, the seventh significant figure shall be rounded up) and (z) all currency amounts that fall due and payable shall be rounded to the nearest unit of such currency (with half a unit being rounded up), save in the case of yen, which shall be rounded down to the nearest yen. For these purposes “unit” means the lowest amount of such currency that is available as legal tender in the country of such currency.

- (f) **Calculations:** The amount of interest payable per Calculation Amount in respect of any Note for any Interest Accrual Period shall be equal to the product of the Rate of Interest, the Calculation Amount specified hereon, and the Day Count Fraction for such Interest Accrual Period, unless an Interest Amount (or a formula for its calculation) is applicable to such Interest Accrual Period, in which case the amount of interest payable per Calculation Amount in respect of such Note for such Interest Accrual Period shall equal such Interest Amount (or be calculated in accordance with such formula). Where any Interest Period comprises two or more Interest Accrual Periods, the amount of interest payable per Calculation Amount in respect of such Interest Period shall be the sum of the Interest Amounts payable in respect of each of those Interest Accrual Periods. In respect of any other period for which interest is required to be calculated, the provisions above shall apply save that the Day Count Fraction shall be for the period for which interest is required to be calculated.
- (g) **Determination and Publication of Rates of Interest, Interest Amounts, Final Redemption Amounts, Early Redemption Amounts, Optional Redemption Amounts and Change of Control Redemption Amounts:** The Calculation Agent shall, as soon as practicable on each Interest Determination Date, or such other time on such date as the Calculation Agent may be required to calculate any rate or amount, obtain any quotation or make any determination or calculation, determine such rate and calculate the Interest Amounts for the relevant Interest Accrual Period, calculate the Final Redemption Amount, Early Redemption Amount, Optional Redemption Amount or Change of Control Redemption Amount, obtain such quotation or make such determination or calculation, as the case may be, and cause the Rate of Interest and the Interest Amounts for each Interest Accrual Period and the relevant Interest Payment Date and, if required to be calculated, the Final Redemption Amount, Early Redemption Amount, Optional Redemption Amount or Change of Control Redemption Amount to be notified to the Trustee, the Issuer, the Guarantor, each of the Paying Agents, the Noteholders, any other Calculation Agent appointed in respect of the Notes that is to make a further calculation upon receipt of such information and, if the Notes are listed and/or admitted to trading on a stock exchange and the rules of such exchange or other relevant authority so require, such exchange or other relevant authority as soon as possible after their determination but in no event later than (i) the commencement of the relevant Interest Period, if determined prior to such time, in the case of notification to such exchange of a Rate of Interest and Interest Amount, or (ii) in all other cases, the second Business Day after such determination. Where any Interest Payment Date or Interest Period Date is subject to adjustment pursuant to Condition 5(b)(ii), the Interest Amounts and the Interest Payment Date so published may subsequently be amended (or appropriate alternative arrangements made with the consent of the Trustee by way of adjustment) without notice in the event of an extension or shortening of the Interest Period. If the Notes become due and payable under Condition 10, the accrued interest and the Rate of Interest payable in respect of the Notes shall, subject in the case of each of the SONIA Compounded Index Rate and the SONIA Compounded Daily Reference Rate to Condition 5(b)(iii)(C)(y)(i), nevertheless continue to be calculated as previously in accordance with this Condition but no publication of the Rate of Interest or the Interest Amount so calculated need be

made unless the Trustee otherwise requires. The determination of any rate or amount, the obtaining of each quotation and the making of each determination or calculation by the Calculation Agent(s) shall (in the absence of manifest error) be final and binding upon all parties.

- (h) **Definitions:** In these Conditions, unless the context otherwise requires, the following defined terms shall have the meanings set out below:

**“Business Day”** means:

- (i) in the case of a currency other than euro, a day (other than a Saturday or Sunday) on which commercial banks and foreign exchange markets settle payments in the principal financial centre for such currency and/or
- (ii) in the case of euro, a day on which the TARGET System is operating (a **“TARGET Business Day”**) and/or
- (iii) in the case of a currency and/or one or more Business Centres specified hereon, a day (other than a Saturday or a Sunday) on which commercial banks and foreign exchange markets settle payments in such currency in the Business Centre(s) or, if no currency is indicated, generally in each of the Business Centres.

**“Day Count Fraction”** means, in respect of the calculation of an amount of interest on any Note for any period of time (from and including the first day of such period to but excluding the last) (whether or not constituting an Interest Period or an Interest Accrual Period, the **“Calculation Period”**):

- (i) if **“Actual/Actual”** or **“Actual/Actual - ISDA”** is specified hereon, the actual number of days in the Calculation Period divided by 365 (or, if any portion of that Calculation Period falls in a leap year, the sum of (A) the actual number of days in that portion of the Calculation Period falling in a leap year divided by 366 and (B) the actual number of days in that portion of the Calculation Period falling in a non-leap year divided by 365)
- (ii) if **“Actual/365 (Fixed)”** is specified hereon, the actual number of days in the Calculation Period divided by 365
- (iii) if **“Actual/365 (Sterling)”** is specified hereon, the actual number of days in the Calculation Period divided by 365 or, in the case of an Interest Payment Date falling in a leap year, 366
- (iv) if **“Actual/360”** is specified hereon, the actual number of days in the Calculation Period divided by 360
- (v) if **“30/360”**, **“360/360”** or **“Bond Basis”** is specified hereon, the number of days in the Calculation Period divided by 360, calculated on a formula basis as follows:

$$\text{Day Count Fraction} = \frac{[360 \times (Y_2 - Y_1)] + [30 \times (M_2 - M_1)] + (D_2 - D_1)}{360}$$

where:

**“Y<sub>1</sub>”** is the year, expressed as a number, in which the first day of the Calculation Period falls;

“Y<sub>2</sub>” is the year, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“M<sub>1</sub>” is the calendar month, expressed as a number, in which the first day of the Calculation Period falls;

“M<sub>2</sub>” is the calendar month, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“D<sub>1</sub>” is the first calendar day, expressed as a number, of the Calculation Period, unless such number would be 31, in which case D<sub>1</sub> will be 30; and

“D<sub>2</sub>” is the calendar day, expressed as a number, immediately following the last day included in the Calculation Period, unless such number would be 31 and D<sub>1</sub> is greater than 29, in which case D<sub>2</sub> will be 30

- (vi) if “**30E/360**” or “**Eurobond Basis**” is specified hereon, the number of days in the Calculation Period divided by 360, calculated on a formula basis as follows:

$$\text{Day Count Fraction} = \frac{[360 \times (Y_2 - Y_1)] + [30 \times (M_2 - M_1)] + (D_2 - D_1)}{360}$$

where:

“Y<sub>1</sub>” is the year, expressed as a number, in which the first day of the Calculation Period falls;

“Y<sub>2</sub>” is the year, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“M<sub>1</sub>” is the calendar month, expressed as a number, in which the first day of the Calculation Period falls;

“M<sub>2</sub>” is the calendar month, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“D<sub>1</sub>” is the first calendar day, expressed as a number, of the Calculation Period, unless such number would be 31, in which case D<sub>1</sub> will be 30; and

“D<sub>2</sub>” is the calendar day, expressed as a number, immediately following the last day included in the Calculation Period, unless such number would be 31, in which case D<sub>2</sub> will be 30

- (vii) if “**30E/360 (ISDA)**” is specified hereon, the number of days in the Calculation Period divided by 360, calculated on a formula basis as follows:

$$\text{Day Count Fraction} = \frac{[360 \times (Y_2 - Y_1)] + [30 \times (M_2 - M_1)] + (D_2 - D_1)}{360}$$

where:

“Y<sub>1</sub>” is the year, expressed as a number, in which the first day of the Calculation Period falls;

“Y<sub>2</sub>” is the year, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“**M<sub>1</sub>**” is the calendar month, expressed as a number, in which the first day of the Calculation Period falls;

“**M<sub>2</sub>**” is the calendar month, expressed as a number, in which the day immediately following the last day included in the Calculation Period falls;

“**D<sub>1</sub>**” is the first calendar day, expressed as a number, of the Calculation Period, unless (i) that day is the last day of February or (ii) such number would be 31, in which case D1 will be 30; and

“**D<sub>2</sub>**” is the calendar day, expressed as a number, immediately following the last day included in the Calculation Period, unless (i) that day is the last day of February but not the Maturity Date or (ii) such number would be 31, in which case D2 will be 30

(viii) if “**Actual/Actual-ICMA**” is specified hereon,

(A) if the Calculation Period is equal to or shorter than the Determination Period during which it falls, the number of days in the Calculation Period divided by the product of (x) the number of days in such Determination Period and (y) the number of Determination Periods normally ending in any year; and

(B) if the Calculation Period is longer than one Determination Period, the sum of:

(x) the number of days in such Calculation Period falling in the Determination Period in which it begins divided by the product of (1) the number of days in such Determination Period and (2) the number of Determination Periods normally ending in any year; and

(y) the number of days in such Calculation Period falling in the next Determination Period divided by the product of (1) the number of days in such Determination Period and (2) the number of Determination Periods normally ending in any year

where:

“**Determination Period**” means the period from and including a Determination Date in any year to but excluding the next Determination Date and

“**Determination Date**” means the date(s) specified as such hereon or, if none is so specified, the Interest Payment Date(s).

“**Euro-zone**” means the region comprised of member states of the European Union that adopt the single currency in accordance with the Treaty establishing the European Community, as amended.

“**Interest Accrual Period**” means the period beginning on (and including) the Interest Commencement Date and ending on (but excluding) the first Interest Period Date and each successive period beginning on (and

including) an Interest Period Date and ending on (but excluding) the next succeeding Interest Period Date.

**“Interest Amount”** means:

- (i) in respect of an Interest Accrual Period, the amount of interest payable per Calculation Amount for that Interest Accrual Period and which, in the case of Fixed Rate Notes, and unless otherwise specified hereon, shall mean the Fixed Coupon Amount or Broken Amount specified hereon as being payable on the Interest Payment Date ending the Interest Period of which such Interest Accrual Period forms part; and
- (ii) in respect of any other period, the amount of interest payable per Calculation Amount for that period.

**“Interest Commencement Date”** means the Issue Date or such other date as may be specified hereon.

**“Interest Determination Date”** means, with respect to a Rate of Interest and Interest Accrual Period, the date specified as such hereon or, if none is so specified, (i) the first day of such Interest Accrual Period if the Specified Currency is Sterling or (ii) the day falling two Business Days in London for the Specified Currency prior to the first day of such Interest Accrual Period if the Specified Currency is neither Sterling nor euro or (iii) the day falling two TARGET Business Days prior to the first day of such Interest Accrual Period if the Specified Currency is euro.

**“Interest Period”** means the period beginning on and including the Interest Commencement Date and ending on but excluding the first Interest Payment Date and each successive period beginning on and including an Interest Payment Date and ending on but excluding the next succeeding Interest Payment Date unless otherwise specified hereon.

**“Interest Period Date”** means each Interest Payment Date unless otherwise specified hereon.

**“ISDA Definitions”** means the 2006 ISDA Definitions, as published by the International Swaps and Derivatives Association, Inc., unless otherwise specified hereon.

**“Rate of Interest”** means the rate of interest payable from time to time in respect of the Note and that is either specified or calculated in accordance with the provisions hereon.

**“Reference Banks”** means, unless otherwise specified hereon, the principal Euro-zone office of four major banks in the Euro-zone inter-bank market selected by the Issuer.

**“Reference Rate”** means the rate specified as such hereon.

**“Relevant Screen Page”** means such page, section, caption, column or other part of a particular information service as may be specified hereon



(or any successor or replacement page, section, caption, column or other part of a particular information service).

“**Specified Currency**” means the currency specified as such hereon or, if none is specified, the currency in which the Notes are denominated.

“**TARGET System**” means the Trans-European Automated Real-Time Gross Settlement Express Transfer (known as TARGET2) System which was launched on 19 November 2007 or any successor thereto.

- (i) **Calculation Agent:** The Issuer shall procure that there shall at all times be one or more Calculation Agents if provision is made for them hereon and for so long as any Note is outstanding. Where more than one Calculation Agent is appointed in respect of the Notes, references in these Conditions to the Calculation Agent shall be construed as each Calculation Agent performing its respective duties under the Conditions. If the Calculation Agent is unable or unwilling to act as such or if the Calculation Agent fails duly to establish the Rate of Interest for an Interest Accrual Period or to calculate any Interest Amount, Final Redemption Amount, Early Redemption Amount, Optional Redemption Amount or Change of Control Redemption Amount, as the case may be, or to comply with any other requirement, the Issuer shall (with the prior approval of the Trustee) appoint a leading bank or financial institution engaged in the interbank market (or, if appropriate, money, swap or over-the-counter index options market) that is most closely connected with the calculation or determination to be made by the Calculation Agent (acting through its principal London office or any other office actively involved in such market) to act as such in its place. The Calculation Agent may not resign its duties without a successor having been appointed as aforesaid.

## 6 Redemption, Purchase and Options

(a) **Final Redemption:**

Unless previously redeemed, purchased and cancelled as provided below, each Note shall be finally redeemed on the Maturity Date specified hereon at its Final Redemption Amount (which, unless otherwise provided hereon, is its nominal amount).

(b) **Early Redemption:**

(i) **Zero Coupon Notes:**

- (A) The Early Redemption Amount payable in respect of any Zero Coupon Note, upon redemption of such Note pursuant to Condition 6(c), Condition 6(d), Condition 6(e), Condition 6(f) or Condition 6(h), or upon it becoming due and payable as provided in Condition 10, shall be the Amortised Face Amount (calculated as provided below) of such Note unless otherwise specified hereon.
- (B) Subject to the provisions of sub-paragraph (C) below, the Amortised Face Amount of any such Note shall be the scheduled Final Redemption Amount of such Note on the Maturity Date discounted at a rate per annum (expressed as a percentage) equal

to the Amortisation Yield (which, if none is shown hereon, shall be such rate as would produce an Amortised Face Amount equal to the issue price of the Notes if they were discounted back to their issue price on the Issue Date) compounded annually.

- (C) If the Early Redemption Amount payable in respect of any such Note upon its redemption pursuant to Condition 6(c), Condition 6(d), Condition 6(e), Condition 6(f) or Condition 6(h), or upon it becoming due and payable as provided in Condition 10, is not paid when due, the Early Redemption Amount due and payable in respect of such Note shall be the Amortised Face Amount of such Note as defined in sub-paragraph (B) above, except that such sub-paragraph shall have effect as though the date on which the Note becomes due and payable were the Relevant Date. The calculation of the Amortised Face Amount in accordance with this sub-paragraph shall continue to be made (both before and after judgment) until the Relevant Date, unless the Relevant Date falls on or after the Maturity Date, in which case the amount due and payable shall be the scheduled Final Redemption Amount of such Note on the Maturity Date together with any interest that may accrue in accordance with Condition 5(d).

Where such calculation is to be made for a period of less than one year, it shall be made on the basis of the Day Count Fraction shown hereon.

(ii) **Other Notes:**

The Early Redemption Amount payable in respect of any Note (other than Notes described in (i) above), upon redemption of such Note pursuant to Condition 6(c), Condition 6(d), Condition 6(e), Condition 6(f) or Condition 6(h), or upon it becoming due and payable as provided in Condition 10, shall be the Final Redemption Amount unless otherwise specified hereon.

(c) **Redemption for Taxation Reasons:**

The Notes may be redeemed at the option of the Issuer in whole, but not in part, on any Interest Payment Date (if this Note is a Floating Rate Note) or at any time (if this Note is not a Floating Rate Note), on giving not less than 30 nor more than 60 days' notice to the Noteholders (which notice shall be irrevocable) at their Early Redemption Amount (as described in Condition 6(b) above) (together with interest accrued to the date fixed for redemption), if (i) the Issuer or the Guarantor satisfies the Trustee immediately before the giving of such notice that it has or will become obliged to pay additional amounts as described under Condition 8 as a result of any change in, or amendment to, the laws or regulations of the United Kingdom or any political subdivision or any authority thereof or therein having power to tax, or any change in the application or official interpretation of such laws or regulations, which change or amendment becomes effective on or after the date on which agreement is reached to issue the first Tranche of the Notes, and (ii) such obligation cannot be avoided by the Issuer (or the Guarantor, as the case may be) taking reasonable measures available to it, provided that no such notice of redemption shall be given earlier than 90 days prior to the earliest date on which

the Issuer (or the Guarantor, as the case may be) would be obliged to pay such additional amounts were a payment in respect of the Notes (or the Guarantee, as the case may be) then due. Prior to the publication of any notice of redemption pursuant to this Condition 6(c), the Issuer or the Guarantor shall deliver to the Trustee (1) a certificate signed by two directors of the Issuer (or the Guarantor, as the case may be) stating that the relevant requirements or circumstances referred to above apply, and (2) an opinion of independent legal advisers of recognised standing to the effect that the Issuer (or Guarantor, as the case may be) has or will become obliged to pay such additional amounts referred to in (i) above. The Trustee shall accept such certificate and opinion as sufficient evidence of the satisfaction of the relevant requirements or circumstances referred to above, and such certificate and opinion shall be conclusive and binding on Noteholders and Couponholders and the Trustee shall be entitled to rely on such certificate without liability to any person.

(d) **Redemption at the Option of the Issuer:**

- (i) If Call Option is specified as being applicable hereon, the Issuer may, unless a Change of Control Put Event Notice has been given pursuant to Condition 6(f), on giving not less than 10 or more than 20 days' irrevocable notice to the Noteholders (or such other notice period as may be specified hereon) redeem all or, if so provided, some of the Notes on any Optional Redemption Date. Any such redemption of Notes shall be at the applicable Optional Redemption Amount together with interest accrued to but excluding the applicable Optional Redemption Date. Any such redemption or exercise must, if applicable, relate to Notes of a nominal amount at least equal to the Minimum Redemption Amount to be redeemed specified hereon and no greater than the Maximum Redemption Amount to be redeemed specified hereon.
- (ii) If Make-whole Amount is specified hereon as the Optional Redemption Amount, the Optional Redemption Amount per Note shall be equal to the higher of the following, in each case together with interest accrued to but excluding the applicable Optional Redemption Date:
  - (A) the nominal amount of the Note; and
  - (B) the nominal amount of the Note multiplied by the price (as reported in writing to the Issuer and the Trustee by the Determination Agent) expressed as a percentage (rounded to four decimal places, 0.00005 being rounded upwards) at which the Gross Redemption Yield on the Notes on the Determination Date is equal to the Gross Redemption Yield at the Quotation Time specified hereon on the Determination Date specified hereon of the Reference Bond specified hereon (or, where the Determination Agent advises the Trustee and the Issuer that, for reasons of illiquidity or otherwise, such Reference Bond is not appropriate for such purpose, such other government stock as the Determination Agent may recommend) plus any applicable Redemption Margin specified hereon.

Any such redemption or exercise must relate to Notes of a nominal amount at least equal to the Minimum Redemption Amount to be redeemed specified hereon and no greater than the Maximum Redemption Amount to be redeemed specified hereon.

In the case of a partial redemption the notice to Noteholders shall also contain the certificate numbers of the Bearer Notes, or in the case of Registered Notes shall specify the nominal amount of Registered Notes drawn and the holder(s) of such Registered Notes, to be redeemed, which shall have been drawn in such place as the Trustee may approve and in such manner as it may deem reasonable in the circumstances taking account of prevailing market practices, subject to compliance with any applicable laws and stock exchange or other relevant authority requirements.

In these Conditions:

**“Determination Agent”** means an investment bank or financial adviser appointed by the Issuer and approved by the Trustee for the purpose of determining any Make-Whole Amount.

**“Gross Redemption Yield”** means a yield calculated in accordance with generally accepted market practice at such time, as advised to the Trustee and Issuer by the Determination Agent.

(e) **Redemption at the Option of Noteholders:**

If Put Option is specified hereon as being applicable, the Issuer shall, at the option of the holder of any such Note, upon the holder of such Note giving not less than 30 nor more than 60 days' notice to the Issuer (or such other notice period as may be specified hereon) redeem such Note on the Optional Redemption Date at its Optional Redemption Amount specified hereon (which may be the Early Redemption Amount (as described in Condition 6(b) above)), together with interest accrued to (but excluding) the date fixed for redemption.

To exercise such option the holder must deposit (in the case of Bearer Notes) such Note (together with all unmatured Coupons and unexchanged Talons) with any Paying Agent or (in the case of Registered Notes) the Certificate representing such Note(s) with the Registrar or any Transfer Agent at its specified office, together with a duly completed option exercise notice (**“Exercise Notice”**) in the form obtainable from any Paying Agent, the Registrar or any Transfer Agent (as applicable) within the notice period. No Note or Certificate so deposited and option exercised may be withdrawn (except as provided in the Agency Agreement) without the prior consent of the Issuer.

(f) **Redemption at the Option of Noteholders upon a Change of Control:**

If Change of Control Put Option is specified hereon and if, at any time when any of the Notes remain outstanding, a Change of Control Put Event occurs, then the holder of each such Note will have the option (a **“Change of Control Put Option”**) (unless prior to the giving of the relevant Change of Control Put Event Notice the Issuer has given notice of redemption under Condition 6(c) or Condition 6(d) above) to require the Issuer to redeem or, at the Issuer's option, purchase (or

procure the purchase of) that Note on the date which is seven days after the expiration of the Put Period (as defined below) (or such other date as may be specified hereon, the “**Put Date**”) at the Change of Control Redemption Amount specified hereon together with (or, where purchased, together with an amount equal to) interest (if any) accrued to (but excluding) the Put Date.

A “**Change of Control Put Event**” will be deemed to occur if:

- (i) any person or any persons acting in concert (as defined in the City Code on Takeovers and Mergers), other than a holding company (as defined in Section 1159 of the Companies Act 2006) whose shareholders are or are to be substantially similar to the pre-existing shareholders of the Guarantor, shall become interested (within the meaning of Part 22 of the Companies Act 2006 as amended) in (A) more than 50 per cent. of the issued or allotted ordinary share capital of the Guarantor or (B) shares in the capital of the Guarantor carrying more than 50 per cent. of the voting rights normally exercisable at a general meeting of the Guarantor (each such event being, a “**Change of Control**”); and
- (ii) on the date (the “**Relevant Announcement Date**”) that is the earlier of (1) the date of the first public announcement of the relevant Change of Control and (2) the date of the earliest Relevant Potential Change of Control Announcement (if any), the Notes carry:
  - (A) an investment grade credit rating (Baa3/BBB-, or their respective equivalents, or better), from any Rating Agency at the invitation of the Issuer (or where there is no rating from any Rating Agency assigned at the invitation of the Issuer, the then investment grade credit rating (if any) from any Rating Agency of its own volition) and such rating is, within the Change of Control Period, either downgraded to a non-investment grade credit rating (Ba1/BB+, or their respective equivalents, or worse) (a “**Non-Investment Grade Rating**”) or withdrawn and is not, within the Change of Control Period, subsequently reinstated or (in the case of a downgrade) upgraded to an investment grade credit rating by such Rating Agency; or
  - (B) a Non-Investment Grade Rating from any Rating Agency at the invitation of the Issuer (or where there is no rating from any Rating Agency assigned at the invitation of the Issuer, the then investment grade credit rating (if any) from any Rating Agency of its own volition) and such rating is, within the Change of Control Period, either downgraded by one or more rating categories (for example, from BB+ to BB or such similar lowering) or withdrawn and is not, within the Change of Control Period, subsequently reinstated or (in the case of a downgrade) upgraded to its earlier credit rating or better by such Rating Agency; or
  - (C) no credit rating and a Negative Rating Event also occurs within the Change of Control Period,

*provided that*, if at the time of the occurrence of the Change of Control the Notes carry a credit rating from more than one Rating Agency, at least one of which is investment grade, then sub paragraph (A) will apply; and

- (iii) in making any decision to downgrade or withdraw a credit rating pursuant to paragraphs (A) and (B) above or not to award a credit rating of at least investment grade as described in paragraph (ii) of the definition of Negative Rating Event, the relevant Rating Agency announces publicly or confirms in writing to the Issuer or Guarantor that such decision(s) resulted, in whole or in part, from the occurrence of the Change of Control or the Relevant Potential Change of Control Announcement.

Promptly upon the Issuer or Guarantor becoming aware that a Change of Control Put Event has occurred the Issuer shall, and at any time upon the Trustee becoming similarly so aware the Trustee may, and if so requested by the holders of at least one-quarter in nominal amount of the Notes then outstanding or if so directed by an Extraordinary Resolution of the Noteholders, shall, (subject in each case to the Trustee being indemnified and/or secured and/or prefunded to its satisfaction) give notice (a “**Change of Control Put Event Notice**”) to the Noteholders in accordance with Condition 16 specifying the nature of the Change of Control Put Event and the procedure for exercising the Change of Control Put Option.

To exercise the Change of Control Put Option, the holder of the Note must (in the case of Bearer Notes) deposit such Note with any Paying Agent or (in the case of Registered Notes) deposit the Certificate representing such Note(s) with the Registrar or any Transfer Agent at its specified office, in each case at any time during normal business hours of such Paying Agent, Registrar or Transfer Agent, as the case may be, falling within the period (the “**Put Period**”) of 45 days after a Change of Control Put Event Notice is given or such other date as may be specified hereon, accompanied by a duly signed and completed notice of exercise in the form (for the time being current) obtainable from the specified office of any Paying Agent, Registrar or Transfer Agent, as the case may be (a “**Change of Control Put Notice**”). No Note or Certificate so deposited and option so exercised may be withdrawn (except as provided in the Agency Agreement) without the prior consent of the Issuer.

The Issuer shall redeem or purchase (or procure the purchase of) the relevant Notes on the Put Date unless previously redeemed (or purchased) and cancelled.

If 80 per cent. or more in nominal amount of the Notes then outstanding have been redeemed or purchased pursuant to this Condition 6(f), the Issuer may, on giving not less than 30 nor more than 60 days’ notice to the Noteholders (such notice being given within 30 days after the Put Date), redeem or purchase (or procure the purchase of), at its option, all but not some only of the remaining outstanding Notes at their Change of Control Redemption Amount, together with interest (if any) accrued to (but excluding) the date fixed for such redemption or purchase.

If the rating designations employed by any of Moody’s, Fitch or S&P are changed from those which are described in paragraph (ii) of the definition of “**Change of Control Put Event**” above, or if a rating is procured from a Substitute Rating Agency, the Issuer shall determine, with the agreement of the Trustee, the rating

designations of Moody's, Fitch or S&P or such Substitute Rating Agency (as appropriate) as are most equivalent to the prior rating designations of Moody's, Fitch or S&P and this Condition 6(f) shall be construed accordingly.

The Trustee is under no obligation to ascertain whether a Change of Control Put Event or Change of Control or Negative Rating Event or any event which could lead to the occurrence of or could constitute a Change of Control Put Event or Change of Control or Negative Rating Event has occurred, or to seek any confirmation from any Rating Agency pursuant to paragraph (iii) above or pursuant to the definition of Negative Rating Event below, and, until it shall have actual knowledge or notice pursuant to the Trust Deed to the contrary, the Trustee may assume that no Change of Control Put Event or Change of Control or other such event has occurred.

In this Condition 6(f):

**"Change of Control Period"** means the period commencing on the Relevant Announcement Date and ending 90 days after the Change of Control (or such longer period for which the Notes are under consideration (such consideration having been announced publicly within the period ending 90 days after the Change of Control) for rating review or, as the case may be, rating by a Rating Agency, such period not to exceed 60 days after the public announcement of such consideration).

a **"Negative Rating Event"** shall be deemed to have occurred if at such time as there is no rating assigned to the Notes by a Rating Agency (i) the Issuer does not, either prior to, or not later than 21 days after, the occurrence of the Change of Control seek, and thereafter throughout the Change of Control Period use all reasonable endeavours to obtain, a rating of the Notes, or any other unsecured and unsubordinated debt of the Issuer or (ii) if the Issuer does so seek and use such endeavours, it is unable to obtain such a rating of at least investment grade by the end of the Change of Control Period.

**"Rating Agency"** means Moody's Investors Service Limited ("**Moody's**"), Fitch Ratings Ltd. ("**Fitch**") or Standard & Poor's Credit Market Services Europe Limited ("**S&P**") or any of their respective affiliates or successors or any rating agency (a **"Substitute Rating Agency"**) substituted for any of them by the Issuer or the Guarantor from time to time with the prior written approval of the Trustee (such approval not to be unreasonably withheld or delayed, having regard to the interests of Noteholders).

**"Relevant Potential Change of Control Announcement"** means any public announcement or statement by the Issuer or the Guarantor, any actual or potential bidder or any adviser acting on behalf of any actual or potential bidder relating to any potential Change of Control where within 180 days following the date of such announcement or statement, a Change of Control occurs.

(g) **Purchases:**

Each of the Issuer, the Guarantor and their Subsidiaries may at any time purchase Notes (provided that all unmatured Coupons and unexchanged Talons relating

thereto are attached thereto or surrendered therewith) in the open market or otherwise at any price.

(h) **Clean-up Call Option:**

If Clean-up Call Option is specified hereon as being applicable, the Issuer may, if 80 per cent. or more in nominal amount of the Notes then outstanding have been redeemed or purchased pursuant to the operation of Condition 6(d) and/or 6(e) and/or 6(g), on giving not less than 30 nor more than 60 days' irrevocable notice to Noteholders (such notice being given within 30 days after the relevant redemption or purchase, as the case may be), redeem or purchase (or procure the purchase of) all but not some only of the remaining outstanding Notes at their Early Redemption Amount together with interest accrued to (but excluding) the date fixed for such redemption or purchase.

- (i) **Cancellation:** All Notes purchased by or on behalf of the Issuer, the Guarantor or any of their respective Subsidiaries may be surrendered for cancellation, in the case of Bearer Notes, by surrendering each such Note together with all unmatured Coupons and all unexchanged Talons to the Issuing and Paying Agent and, in the case of Registered Notes, by surrendering the Certificate representing such Notes to the Registrar and, in each case, if so surrendered, shall, together with all Notes redeemed by the Issuer, be cancelled forthwith (together with all unmatured Coupons and unexchanged Talons attached thereto or surrendered therewith). Any Notes so surrendered for cancellation may not be reissued or resold and the obligations of the Issuer and the Guarantor in respect of any such Notes shall be discharged.

## 7 **Payments and Talons**

- (a) **Bearer Notes:** Payments of principal and interest in respect of Bearer Notes shall, subject as mentioned below, be made against presentation and surrender of the relevant Notes (in the case of all payments of principal and, in the case of interest, as specified in Condition 7(f)(v)) or Coupons (in the case of interest, save as specified in Condition 7(f)(ii)), as the case may be, at the specified office of any Paying Agent outside the United States by transfer to an account denominated in the relevant currency with a Bank. "**Bank**" means a bank in the principal financial centre for such currency or, in the case of euro, in a city in which banks have access to the TARGET System.
- (b) **Registered Notes:**
- (i) Payments of principal in respect of Registered Notes shall be made against presentation and surrender of the relevant Certificates at the specified office of any of the Transfer Agents or of the Registrar and in the manner provided in paragraph (ii) below.
  - (ii) Interest on Registered Notes shall be paid to the person shown on the Register at the close of business on the fifteenth day before the due date for payment thereof (the "**Record Date**"). Payments of interest on each Registered Note shall be made in the relevant currency by cheque drawn on a Bank and mailed to the holder (or to the first named of joint holders) of such Note at its address appearing in the Register. Upon application by



the holder to the specified office of the Registrar or any Transfer Agent before the Record Date, such payment of interest may be made by transfer to an account in the relevant currency maintained by the payee with a Bank.

- (c) **Payments in the United States:** Notwithstanding the foregoing, if any Bearer Notes are denominated in U.S. dollars, payments in respect thereof may be made at the specified office of any Paying Agent in New York City in the same manner as aforesaid if (i) the Issuer shall have appointed Paying Agents with specified offices outside the United States with the reasonable expectation that such Paying Agents would be able to make payment of the amounts on the Notes in the manner provided above when due, (ii) payment in full of such amounts at all such offices is illegal or effectively precluded by exchange controls or other similar restrictions on payment or receipt of such amounts and (iii) such payment is then permitted by United States law, without involving, in the opinion of the Issuer, any adverse tax consequence to the Issuer.
- (d) **Payments subject to Laws:** All payments are subject in all cases to any applicable fiscal or other laws, regulations and directives in the place of payment, but without prejudice to the provisions of Condition 8. For the purposes of the preceding sentence, the phrase “fiscal or other laws, regulations and directives” shall include any obligation of the Issuer or the Guarantor to withhold or deduct from a payment pursuant to an agreement described in Section 1471(b) of the U.S. Internal Revenue Code of 1986 (the “Code”) or otherwise imposed pursuant to Sections 1471 through 1474 of the Code, any regulations thereunder or official interpretations thereof, or (without prejudice to the provisions of Condition 8) any law implementing an intergovernmental approach thereto. No commission or expenses shall be charged to the Noteholders or Couponholders in respect of such payments.
- (e) **Appointment of Agents:** The Issuing and Paying Agent, the Paying Agents, the Registrar, the Transfer Agents and the Calculation Agent initially appointed by the Issuer and the Guarantor and their respective specified offices are listed below. The Issuing and Paying Agent, the Paying Agents, the Registrar, the Transfer Agents and the Calculation Agent act solely as agents of the Issuer and the Guarantor and do not assume any obligation or relationship of agency or trust for or with any Noteholder or Couponholder. The Issuer and the Guarantor reserve the right at any time with the prior written approval of the Trustee to vary or terminate the appointment of the Issuing and Paying Agent, any other Paying Agent, the Registrar, any Transfer Agent or the Calculation Agent(s) and to appoint additional or other Paying Agents or Transfer Agents, provided that the Issuer shall at all times maintain (i) an Issuing and Paying Agent, (ii) a Registrar in relation to Registered Notes, (iii) a Transfer Agent in relation to Registered Notes, (iv) one or more Calculation Agent(s) where the Conditions so require, (v) Paying Agents having specified offices in at least two major European cities and (vi) such other agents as may be required by any other stock exchange on which the Notes may be listed and/or admitted to trading in each case, as approved by the Trustee.

In addition, the Issuer and the Guarantor shall forthwith appoint a Paying Agent in New York City in respect of any Bearer Notes denominated in U.S. dollars in the circumstances described in paragraph (c) above.

Notice of any such change or any change of any specified office shall promptly be given to the Noteholders.

- (f) **Unmatured Coupons and unexchanged Talons:**
- (i) Upon the due date for redemption of Bearer Notes which comprise Fixed Rate Notes, such Notes should be surrendered for payment together with all unmatured Coupons (if any) relating thereto, failing which an amount equal to the face value of each missing unmaturing Coupon (or, in the case of payment not being made in full, that proportion of the amount of such missing unmaturing Coupon that the sum of principal so paid bears to the total principal due) shall be deducted from the Final Redemption Amount, Early Redemption Amount, Optional Redemption Amount or Change of Control Redemption Amount, as the case may be, due for payment. Any amount so deducted shall be paid in the manner mentioned above against surrender of such missing Coupon within a period of 10 years from the Relevant Date for the payment of such principal (whether or not such Coupon has become void pursuant to Condition 9).
  - (ii) Upon the due date for redemption of any Bearer Note comprising a Floating Rate Note, unmaturing Coupons relating to such Note (whether or not attached) shall become void and no payment shall be made in respect of them.
  - (iii) Upon the due date for redemption of any Bearer Note, any unexchanged Talon relating to such Note (whether or not attached) shall become void and no Coupon shall be delivered in respect of such Talon.
  - (iv) Where any Bearer Note that provides that the relative unmaturing Coupons are to become void upon the due date for redemption of those Notes is presented for redemption without all unmaturing Coupons, and where any Bearer Note is presented for redemption without any unexchanged Talon relating to it, redemption shall be made only against the provision of such indemnity as the Issuer may require.
  - (v) If the due date for redemption of any Note is not a due date for payment of interest, interest accrued from the preceding due date for payment of interest or the Interest Commencement Date, as the case may be, shall only be payable against presentation (and surrender if appropriate) of the relevant Bearer Note or Certificate representing it, as the case may be. Interest accrued on a Note that only bears interest after its Maturity Date shall be payable on redemption of such Note against presentation of the relevant Note or Certificate representing it, as the case may be.
- (g) **Talons:** On or after the Interest Payment Date for the final Coupon forming part of a Coupon sheet issued in respect of any Bearer Note, the Talon forming part of such Coupon sheet may be surrendered at the specified office of the Issuing and Paying Agent in exchange for a further Coupon sheet (and if necessary another Talon for a further Coupon sheet) (but excluding any Coupons that may have become void pursuant to Condition 9).

- (h) **Non-Business Days:** If any date for payment in respect of any Note or Coupon is not a business day, the holder shall not be entitled to payment until the next following business day nor to any interest or other sum in respect of such postponed payment. In this paragraph, “**business day**” means a day (other than a Saturday or a Sunday) on which banks and foreign exchange markets are open for business in the relevant place of presentation, in such jurisdictions as shall be specified as “**Financial Centres**” hereon and:
- (i) (in the case of a payment in a currency other than euro) where payment is to be made by transfer to an account maintained with a bank in the relevant currency, on which foreign exchange transactions may be carried on in the relevant currency in the principal financial centre of the country of such currency or
  - (ii) (in the case of a payment in euro) which is a TARGET Business Day.

## 8 Taxation

All payments of principal and interest by or on behalf of the Issuer or the Guarantor in respect of the Notes and the Coupons or under the Guarantee shall be made free and clear of, and without withholding or deduction for, any taxes, duties, assessments or governmental charges of whatever nature (“**Taxes**”) imposed, levied, collected, withheld or assessed by or within the United Kingdom or any authority therein or thereof having power to tax, unless such withholding or deduction is required by law. In that event, the Issuer or, as the case may be, the Guarantor shall pay such additional amounts as shall result in receipt by the Noteholders and Couponholders of such amounts as would have been received by them had no such withholding or deduction been required, except that no such additional amounts shall be payable with respect to any Note or Coupon:

- (a) **Other connection:** to, or to a third party on behalf of, a holder who is liable to such Taxes in respect of such Note or Coupon by reason of his having some connection with the United Kingdom other than the mere holding of the Note or Coupon; or
- (b) **Lawful avoidance of withholding:** to, or to a third party on behalf of, a holder who could lawfully avoid (but has not so avoided) such deduction or withholding by complying or procuring that any third party complies with any statutory requirements or by making or procuring that any third party makes a declaration of non-residence or other similar claim for exemption to any tax authority in the place where the relevant Note (or the Certificate representing it) or Coupon is presented for payment; or
- (c) **Presentation more than 30 days after the Relevant Date:** presented (or in respect of which the Certificate representing it is presented) for payment more than 30 days after the Relevant Date except to the extent that the holder of it would have been entitled to such additional amounts on presenting it for payment on the thirtieth day.

As used in these Conditions, “**Relevant Date**” in respect of any Note or Coupon means the date on which payment in respect of it first becomes due or (if any amount of the money payable is improperly withheld or refused) the date on which payment in full of the amount outstanding is made or (if earlier) the date seven days after that on which notice

is duly given to the Noteholders that, upon further presentation of the Note (or relative Certificate) or Coupon being made in accordance with the Conditions, such payment will be made, provided that payment is in fact made upon such presentation.

References in these Conditions to (i) “**principal**” shall be deemed to include any premium payable in respect of the Notes, Final Redemption Amounts, Early Redemption Amounts, Optional Redemption Amounts, Change of Control Redemption Amounts, Amortised Face Amounts and all other amounts in the nature of principal payable pursuant to Condition 6 or any amendment or supplement to it, (ii) “**interest**” shall be deemed to include all Interest Amounts and all other amounts payable pursuant to Condition 5 or any amendment or supplement to it and (iii) “**principal**” and/or “**interest**” shall be deemed to include any additional amounts that may be payable under this Condition or any undertaking given in addition to or in substitution for it under the Trust Deed.

## 9 Prescription

Claims against the Issuer and/or the Guarantor for payment in respect of the Notes and Coupons (which, for this purpose, shall not include Talons) shall be prescribed and become void unless made within 10 years (in the case of principal) or five years (in the case of interest) from the appropriate Relevant Date in respect of them.

## 10 Events of Default

If any of the following events (“**Events of Default**”) occurs and is continuing, the Trustee at its discretion may, and if so requested by holders of at least one-quarter in nominal amount of the Notes then outstanding or if so directed by an Extraordinary Resolution shall, subject in each case to being indemnified and/or secured and/or prefunded to its satisfaction (but, in the case of the happening of any of the events mentioned in paragraphs (b) and, in the case of a Material Subsidiary only, (c) and (e) below, only if the Trustee shall have certified in writing that such event is, in its opinion, materially prejudicial to the interests of the Noteholders) give notice to the Issuer and the Guarantor that the Notes are, and they shall immediately become, due and payable at their Early Redemption Amount together (if applicable) with accrued interest:

- (a) **Non-Payment:** default is made for more than 14 days (in the case of interest) or seven days (in the case of principal) in the payment on the due date of interest or principal in respect of any of the Notes; or
- (b) **Breach of Other Obligations:** the Issuer or the Guarantor does not perform or comply with any one or more of its other obligations under the Notes or the Trust Deed (other than any obligation for the payment of any principal or interest in respect of the Notes) which default is, in the opinion of the Trustee, incapable of remedy or, if in the opinion of the Trustee capable of remedy, is not in the opinion of the Trustee remedied within 30 days (or such longer period as the Trustee may permit) after notice of such default shall have been given by the Trustee to the Issuer and the Guarantor requiring the same to be remedied; or
- (c) **Winding-up:** an order is made or an effective resolution is passed for the winding-up of, or an administration order is made in relation to, the Issuer, the Guarantor or any Material Subsidiary (save (a) with the prior consent of the Trustee in its sole discretion or the prior sanction of an Extraordinary Resolution for the purposes of

or in connection with an amalgamation, reorganisation or reconstruction or (b) (in the case of a Material Subsidiary) for a voluntary solvent winding-up where surplus assets are available for distribution and are distributed to another member of the Group); or

- (d) **Suspension of Payments:** the Issuer, the Guarantor or any Material Subsidiary stops, suspends or threatens to stop or suspend payment to its creditors generally; or
- (e) **Cessation of Business:** the Issuer, the Guarantor or any Material Subsidiary ceases or threatens through an official action of its board of directors, to carry on its business or substantially the whole of its business, except (A) for the purposes of or in connection with, a reconstruction, reorganisation or amalgamation (a) the terms of which have previously been approved in writing by the Trustee in its sole discretion or by an Extraordinary Resolution, (b) in the case of the Guarantor, whereby the undertaking and assets of the Guarantor are transferred to or otherwise vested in the Issuer or a Subsidiary of the Guarantor within the Group or another Holding Company of the Guarantor on terms that, where such transfer or vesting is to or in a Subsidiary within the Group or another Holding Company of the Guarantor, such Subsidiary of the Guarantor or the Holding Company of the Guarantor guarantees the obligations of the Issuer under the Trust Deed, the Notes and the Coupons on a basis equivalent to that referred to in Condition 3 and in the Trust Deed in accordance with the provisions of the Trust Deed or (c) in the case of the Issuer only, whereby the undertaking and assets of the Issuer are transferred to or otherwise vested in (x) the Guarantor or (y) a Subsidiary within the Group on terms that such Subsidiary guarantees the obligations of the Issuer under the Trust Deed, the Notes and the Coupons on a basis equivalent to that referred to in Condition 3 and in the Trust Deed on a joint and several basis with the Guarantor in accordance with the provisions of the Trust Deed; or (B) in the case of a Material Subsidiary (a) whereby all or part of the undertaking and assets of the Material Subsidiary are transferred to or otherwise vested in the Guarantor or one or more of its Subsidiaries, and/or (b) for the purpose of a bona fide disposal on an arm's length basis of all or part of the business (including if by way of a disposal of shares in a Subsidiary of the Guarantor) of a Material Subsidiary, and/or (c) for a voluntary solvent winding-up where surplus assets are available for transfer and are transferred to another member of the Group; or
- (f) **Distress:** an encumbrancer takes possession or an administrative or other receiver or an administrator is appointed of the whole or any substantial part (in the case of the Issuer or the Guarantor) or substantially the whole (in the case of any Material Subsidiary) of the undertaking, property and assets of the Issuer, the Guarantor or any Material Subsidiary or if a distress or execution is levied or enforced upon or sued out against the whole or any substantial part (in the case of the Issuer or the Guarantor) or substantially the whole (in the case of any Material Subsidiary) of the chattels or property of the Issuer, the Guarantor or any Material Subsidiary and, in the case of any of the foregoing events, is not discharged within 60 days or such longer period as the Trustee may allow in its sole discretion; or

- (g) **Insolvency:** the Issuer, the Guarantor or any Material Subsidiary is unable to pay its debts within the meaning of Section 123(1)(e) or Section 123(2) of the Insolvency Act 1986; or
- (h) **Proceedings:** the Issuer or the Guarantor (or their respective directors or shareholders) initiates or consents to judicial proceedings relating to itself under any applicable liquidation, insolvency, composition, or other similar laws (including the obtaining of a moratorium) or makes a conveyance or assignment for the benefit of, or enters into any composition with, its creditors generally (or any class of its creditors) or any meeting is convened to consider a proposal for a composition with its creditors generally (or any class of its creditors) save where such judicial proceedings, composition, conveyance, assignment or other arrangement are initiated or made in connection with the putting in place of a New Holding Company; or
- (i) **Guarantee:** the Guarantee ceases to be in full force and effect; or
- (j) **Ownership:** the Issuer ceases to be a Wholly-owned Subsidiary (as defined below) of the Guarantor unless it becomes a Wholly-owned Subsidiary of the New Holding Company; or
- (k) **Cross Acceleration:** (A) any indebtedness for moneys borrowed (as defined below) of the Issuer, the Guarantor or any Material Subsidiary is not paid on its due date (or, in the case of indebtedness for moneys borrowed of the Issuer, the Guarantor or any Material Subsidiary payable on demand, is not paid within five Business Days of such demand) (or, in any case, if later and if applicable, by the expiry of any originally applicable grace period) or is declared to be, or automatically becomes, due and payable prior to its stated maturity by reason of any event of default (howsoever described), or (B) any guarantee or indemnity in respect of indebtedness for moneys borrowed of any third party given by the Issuer, the Guarantor or any Material Subsidiary is not honoured when due and called upon; provided that, the aggregate amount of the relevant indebtedness, guarantees and indemnities in respect of which one or more of the events mentioned above in this paragraph (k) has occurred equals or exceeds £10,000,000 (or its equivalent in any other currency or currencies) and, in any such case, neither the Issuer nor the Guarantor has delivered to the Trustee a certificate signed by two directors of the Issuer or (in respect of its own liability or the liability of any Material Subsidiary) the Guarantor stating that the liability of the Issuer, the Guarantor or any Material Subsidiary, as the case may be, to make payment is being contested in good faith in a competent court, and the Trustee shall be entitled to rely on such certificate without liability to any person.

For the purposes of these Conditions:

**“indebtedness for moneys borrowed”** means any indebtedness (whether being principal, premium, interest or other amounts) for or in respect of any notes, bonds, debentures, debenture stock, loan stock or other debt securities or any borrowed money.

a company is a **“Wholly-owned Subsidiary”** of another company if it has no members except that other and that other’s Wholly-owned Subsidiaries or persons acting on behalf of that other or its Wholly-owned Subsidiaries.

a “**Material Subsidiary**” means at any time a Subsidiary within the Group (other than the Issuer or the Guarantor):

- (i) whose gross revenues (as shown in its most recent annual audited accounts and consolidated in the case of a Subsidiary which ordinarily produces consolidated accounts) represent (or, in the case of a Subsidiary acquired after the end of the financial period to which the then latest audited consolidated accounts of the Group relate, are equal to) not less than 10 per cent. of the consolidated gross revenues of the Group, as calculated by reference to the then latest audited consolidated accounts of the Group; provided that, in the case of a Subsidiary within the Group acquired after the end of the financial period to which the then latest audited consolidated accounts of the Group relate, the reference to the then latest audited consolidated accounts of the Group for the purposes of the calculation above shall, until consolidated accounts for the financial period in which the acquisition is made have been prepared and audited as aforesaid, be deemed to be a reference to such first-mentioned accounts as if such Subsidiary had been shown in such accounts by reference to its then latest relevant audited accounts, adjusted as deemed appropriate by the Guarantor; or
- (ii) to which is transferred the whole or substantially the whole of the undertaking and assets of a Subsidiary within the Group which immediately prior to such transfer is a Material Subsidiary; provided that, the transferor Subsidiary shall upon such transfer forthwith cease to be a Material Subsidiary and the transferee Subsidiary shall be deemed to become a Material Subsidiary pursuant to this subparagraph (ii) on the date on which the consolidated accounts of the Group for the financial period current at the date of such transfer have been prepared and audited as aforesaid but so that such transferor Subsidiary or such transferee Subsidiary may be a Material Subsidiary on or at any time after the date on which such consolidated accounts have been prepared and audited as aforesaid by virtue of the provisions of subparagraph (i) above or, prior to or after such date, by virtue of any other applicable provision of this definition.

A report by two directors of the Issuer (whether or not addressed to the Trustee) that in their opinion a Subsidiary is or is not or was or was not at any particular time or throughout any specified period a Material Subsidiary may be relied on by the Trustee without liability to any person and without further enquiry or evidence and, if relied upon by the Trustee, shall be conclusive and binding on all parties.

“**Group**” means (i) the Guarantor and its Subsidiaries or (ii) if the Issuer ceases to be a Wholly-owned Subsidiary of the Guarantor and becomes a Wholly-owned Subsidiary of another Holding Company which guarantees the obligations of the Issuer under the Trust Deed, the Notes and the Coupons on a basis equivalent to that referred to in Condition 3 and in the Trust Deed (such a Holding Company, the “New Holding Company”), the New Holding Company and its Subsidiaries.

## 11 Meetings of Noteholders, Modification, Waiver and Substitution

- (a) **Meetings of Noteholders:** The Trust Deed contains provisions for convening meetings of Noteholders to consider any matter affecting their interests, including the sanctioning by Extraordinary Resolution (as defined in the Trust Deed) of a modification of any of these Conditions or any provisions of the Trust Deed. Such a meeting may be convened by the Trustee (subject to it having been indemnified and/or secured and/or prefunded to its satisfaction) or Noteholders holding not less than 10 per cent. in nominal amount of the Notes for the time being outstanding. The quorum for any meeting convened to consider an Extraordinary Resolution shall be two or more persons holding or representing a clear majority in nominal amount of the Notes for the time being outstanding, or at any adjourned meeting two or more persons being or representing Noteholders whatever the nominal amount of the Notes held or represented, unless the business of such meeting includes consideration of proposals, inter alia, (i) to amend the dates of maturity or redemption of the Notes or any date for payment of interest or Interest Amounts on the Notes, (ii) to reduce or cancel the nominal amount of, or any premium payable on redemption of, the Notes, (iii) to reduce the rate or rates of interest in respect of the Notes or to vary the method or basis of calculating the rate or rates or amount of interest or the basis for calculating any Interest Amount in respect of the Notes, (iv) if a Minimum and/or a Maximum Rate of Interest or Redemption Amount is shown hereon, to reduce any such Minimum and/or Maximum, (v) to vary any method of, or basis for, calculating the Final Redemption Amount, the Early Redemption Amount, the Optional Redemption Amount the Change of Control Redemption Amount, including the method of calculating the Amortised Face Amount, (vi) to vary the currency or currencies of payment or denomination of the Notes or the Coupons, (vii) to modify the provisions concerning the quorum required at any meeting of Noteholders or the majority required to pass the Extraordinary Resolution, or (viii) to modify or cancel the Guarantee, in which case the necessary quorum shall be two or more persons holding or representing not less than two-thirds, or at any adjourned meeting not less than one-third, in nominal amount of the Notes for the time being outstanding. Any Extraordinary Resolution duly passed shall be binding on Noteholders (whether or not they were present at the meeting at which such resolution was passed) and on all Couponholders.

The Trust Deed provides that a resolution in writing signed by or on behalf of the holders of not less than 75 per cent. in nominal amount of the Notes outstanding shall for all purposes be as valid and effective as an Extraordinary Resolution passed at a meeting of Noteholders duly convened and held. Such a resolution in writing may be contained in one document or several documents in the same form, each signed by or on behalf of one or more Noteholders.

The consent or approval of the Noteholders or the Couponholders shall not be required in the case of any Benchmark Amendments in the circumstances set out in Condition 5(b)(iii)(E).

These Conditions may be amended, modified or varied in relation to any Series of Notes by the terms of the relevant Pricing Supplement in relation to such Series.



- (b) **Modification of the Trust Deed:** The Trustee may agree, without the consent of the Noteholders or Couponholders, to (i) any modification of any of the provisions of the Trust Deed that is of a formal, minor or technical nature or is made to correct a manifest error, and (ii) any other modification (except as mentioned in the Trust Deed), and any waiver or authorisation of any breach or proposed breach, of any of the provisions of the Trust Deed that is in the opinion of the Trustee not materially prejudicial to the interests of the Noteholders. Any such modification, authorisation or waiver shall be binding on the Noteholders and the Couponholders and, if the Trustee so requires, such modification shall be notified to the Noteholders as soon as practicable.

In addition, the Trustee shall be obliged to concur with the Issuer in effecting any Benchmark Amendments in the circumstances set out in Condition 5(b)(iii)(E) without the consent of the Noteholders or Couponholders.

- (c) **Substitution:** The Trust Deed contains provisions permitting the Trustee to agree, subject to such amendment of the Trust Deed and such other conditions as the Trustee may require, but without the consent of the Noteholders or the Couponholders, to the substitution of the Issuer's successor in business or any Subsidiary of the Issuer or its successor in business or of the Guarantor or its successor in business or any Subsidiary of the Guarantor or its successor in business in place of the Issuer or Guarantor, or of any previous substituted company, as principal debtor or Guarantor under the Trust Deed and the Notes. In the case of such a substitution the Trustee may agree, without the consent of the Noteholders or the Couponholders, to a change of the law governing the Notes, the Coupons, the Talons and/or the Trust Deed provided that such change would not in the opinion of the Trustee be materially prejudicial to the interests of the Noteholders.
- (d) **Entitlement of the Trustee:** In connection with the exercise of its functions (including but not limited to those referred to in this Condition) the Trustee shall have regard to the interests of the Noteholders as a class and shall not have regard to the consequences of such exercise for individual Noteholders or Couponholders and the Trustee shall not be entitled to require, nor shall any Noteholder or Couponholder be entitled to claim, from the Issuer or the Guarantor (or any substitute Issuer or substitute Guarantor) any indemnification or payment in respect of any tax consequence of any such exercise upon individual Noteholders or Couponholders.

## 12 Enforcement

At any time after the Notes become due and payable, the Trustee may, at its discretion and without further notice, institute such proceedings against the Issuer or the Guarantor as it may think fit to enforce the terms of the Trust Deed, the Notes and the Coupons, but it need not take any such proceedings unless (a) it shall have been so directed by an Extraordinary Resolution or so requested in writing by Noteholders holding at least one quarter in nominal amount of the Notes outstanding, and (b) it shall have been indemnified and/or secured and/or prefunded to its satisfaction. No Noteholder or Couponholder may proceed directly against the Issuer or the Guarantor unless the Trustee, having become bound so to proceed, fails to do so within a reasonable time and such failure is continuing.

### **13 Indemnification of the Trustee and Limitation on Trustee Actions**

The Trust Deed contains provisions for the indemnification of the Trustee and for its relief from responsibility, including provisions relieving it from taking action unless indemnified and/or secured and/or prefunded to its satisfaction. The Trustee is entitled to enter into business transactions with the Issuer, the Guarantor and any entity related to the Issuer or the Guarantor without accounting for any profit. The Trustee may rely without liability to Noteholders or Couponholders on a report, confirmation or certificate or any advice of any accountants, financial advisers, financial institution or any other expert, whether or not addressed to it and whether their liability in relation thereto is limited (by its terms or by any engagement letter relating thereto entered into by the Trustee or in any other manner) by reference to a monetary cap, methodology or otherwise. The Trustee may accept and shall be entitled to rely on any such report, confirmation or certificate or advice without liability to any person and such report, confirmation or certificate or advice shall be binding on the Issuer, the Trustee and the Noteholders.

The Trustee may refrain from taking any action in any state or jurisdiction if the taking of such action in that jurisdiction would in its opinion be contrary to any law of that state or jurisdiction. Furthermore, the Trustee may also refrain from taking such action if it would otherwise render it liable to any person in that state or jurisdiction or if in its opinion it would not have the power to do the relevant thing in that state or jurisdiction by virtue of any applicable law in that state or jurisdiction or if it is determined by any court or other competent authority in that state or jurisdiction that it does not have such power

### **14 Replacement of Notes, Certificates, Coupons and Talons**

If a Note, Certificate, Coupon or Talon is lost, stolen, mutilated, defaced or destroyed, it may be replaced, subject to applicable laws, regulations and stock exchange or other relevant authority regulations, at the specified office of the Issuing and Paying Agent (in the case of Bearer Notes, Coupons or Talons) and of the Registrar (in the case of Certificates) or such other Paying Agent or Transfer Agent, as the case may be, as may from time to time be designated by the Issuer for the purpose and notice of whose designation is given to Noteholders, in each case on payment by the claimant of the fees and costs incurred in connection therewith and on such terms as to evidence, security and indemnity (which may provide, inter alia, that if the allegedly lost, stolen or destroyed Note, Certificate, Coupon or Talon is subsequently presented for payment or, as the case may be, for exchange for further Coupons, there shall be paid to the Issuer on demand the amount payable by the Issuer in respect of such Notes, Certificates, Coupons or further Coupons) and otherwise as the Issuer may require. Mutilated or defaced Notes, Certificates, Coupons or Talons must be surrendered before replacements will be issued.

### **15 Further Issues**

The Issuer may from time to time without the consent of the Noteholders or Couponholders create and issue further securities having the same terms and conditions as the Notes in all respects (or in all respects except for the first payment of interest on them) and so that such further issue shall be consolidated and form a single series with an outstanding Series. References in these Conditions to the Notes include (unless the context requires otherwise) any other securities issued pursuant to this Condition and forming a single series with the Notes.

## **16 Notices**

Notices required to be given to the holders of Registered Notes pursuant to the Conditions shall be mailed to them at their respective addresses in the Register and deemed to have been given on the fourth weekday (being a day other than a Saturday or a Sunday) after the date of mailing. Notices required to be given to the holders of Bearer Notes pursuant to the Conditions shall be valid if published in a daily newspaper of general circulation in London (which is expected to be the Financial Times). So long as the Notes are listed and/or admitted to trading, notices required to be given to the holders of Notes pursuant to the Conditions shall also be published (if such publication is required) in a manner which complies with the rules and regulations of any stock exchange or other relevant authority on which the Notes are listed/and or admitted to trading. If in the opinion of the Trustee any such publication is not practicable, notice required to be given pursuant to the Conditions shall be validly given if published in another leading daily English language newspaper with general circulation in Europe. Any such notice shall be deemed to have been given on the date of such publication or, if published more than once or on different dates, on the first date on which publication is made, as provided above.

Couponholders shall be deemed for all purposes to have notice of the contents of any notice given to the holders of Bearer Notes in accordance with this Condition.

## **17 Contracts (Rights of Third Parties) Act 1999**

No person shall have any right to enforce any term or condition of the Notes under the Contracts (Rights of Third Parties) Act 1999.

## **18 Governing Law**

The Trust Deed, the Notes, the Coupons and the Talons and any non-contractual obligations arising out of or in connection with them are governed by, and shall be construed in accordance with, English law.

## **SUMMARY OF PROVISIONS RELATING TO THE NOTES WHILE REPRESENTED BY THE GLOBAL NOTES OR GLOBAL CERTIFICATES**

### **1. Initial Issue of Notes**

If the Global Notes or the Global Certificates are stated in the applicable Pricing Supplement to be issued in NGN form or to be held under the NSS (as the case may be), the Global Notes or the Global Certificates will be delivered on or prior to the original issue date of the Tranche to a Common Safekeeper. Depositing the Global Notes or the Global Certificates with the Common Safekeeper does not necessarily mean that the Notes will be recognised as eligible collateral for Eurosystem monetary policy and intra-day credit operations by the Eurosystem either upon issue or at any or all times during their life. Such recognition will depend upon satisfaction of the Eurosystem eligibility criteria. Noteholders should note that, as at the date of these Admission Particulars, Notes admitted to trading on the ISM are not expected to be recognised as eligible collateral as the ISM is not on the list of “certain acceptable non-regulated markets” maintained by the European Central Bank.

Global Notes which are issued in CGN form and Global Certificates which are not held under the NSS may be delivered on or prior to the original issue date of the Tranche to a Common Depository.

If the Global Note is a CGN, upon the initial deposit of a Global Note with a common depository for Euroclear and Clearstream, Luxembourg (the “**Common Depository**”) or registration of Registered Notes in the name of any nominee for Euroclear and Clearstream, Luxembourg and delivery of the relative Global Certificate to the Common Depository, Euroclear or Clearstream, Luxembourg will credit each subscriber with a nominal amount of Notes equal to the nominal amount thereof for which it has subscribed and paid. If the Global Note is a NGN, the nominal amount of the Notes shall be the aggregate amount from time to time entered in the records of Euroclear or Clearstream, Luxembourg. The records of such clearing system shall be conclusive evidence of the nominal amount of Notes represented by the Global Note and a statement issued by such clearing system at any time shall be conclusive evidence of the records of the relevant clearing system at that time.

Notes that are initially deposited with the Common Depository may also be credited to the accounts of subscribers with (if indicated in the relevant Pricing Supplement) other clearing systems through direct or indirect accounts with Euroclear and Clearstream, Luxembourg held by such other clearing systems. Conversely, Notes that are initially deposited with any other clearing system may similarly be credited to the accounts of subscribers with Euroclear, Clearstream, Luxembourg or other clearing systems.

### **2. Relationship of Accountholders with Clearing Systems**

Each of the persons shown in the records of Euroclear, Clearstream, Luxembourg or any other permitted clearing system (“**Alternative Clearing System**”) as the holder of a Note

represented by a Global Note or a Global Certificate must look solely to Euroclear, Clearstream, Luxembourg or any such Alternative Clearing System (as the case may be) for his share of each payment made by the Issuer or the Guarantor, as the case may be, to the bearer of such Global Note or the holder of the underlying Registered Notes, as the case may be, and in relation to all other rights arising under the Global Notes or Global Certificates, subject to and in accordance with the respective rules and procedures of Euroclear, Clearstream, Luxembourg, or such Alternative Clearing System (as the case may be). Such persons shall have no claim directly against the Issuer or the Guarantor in respect of payments due on the Notes for so long as the Notes are represented by such Global Note or Global Certificate and such obligations of the Issuer or the Guarantor will be discharged by payment to the bearer of such Global Note or the holder of the underlying Registered Notes, as the case may be, in respect of each amount so paid.

### **3. Exchange**

#### **(a) Temporary Global Notes**

Each temporary Global Note will be exchangeable, free of charge to the holder, on or after its Exchange Date in whole, or (where TEFRA D is specified in the applicable Pricing Supplement) in whole or in part upon certification as to non-U.S. beneficial ownership for interests in a Permanent Global Note or, if so provided in the relevant Pricing Supplement, for Definitive Notes.

#### **(b) Permanent Global Notes**

Each Permanent Global Note will be exchangeable, free of charge to the holder, on or after its Exchange Date in whole but not, except as provided under paragraph 3(d) below, in part for Definitive Notes:

- (i) if the Permanent Global Note is held on behalf of Euroclear or Clearstream, Luxembourg or an Alternative Clearing System and any such clearing system is closed for business for a continuous period of 14 days (other than by reason of holidays, statutory or otherwise) or announces an intention permanently to cease business or in fact does so; or
- (ii) if principal in respect of any Notes is not paid when due, by the holder giving notice to the Issuing and Paying Agent of its election for such exchange.

- (c) In the event that a Global Note is exchanged for Definitive Notes, such Definitive Notes shall be issued in Specified Denomination(s) only. A Noteholder who holds a nominal amount of less than the minimum Specified Denomination will not receive a Definitive Note in respect of such holding and would need to purchase

a nominal amount of Notes such that it holds an amount equal to one or more Specified Denominations.

(d) **Global Certificates**

If the Pricing Supplement states that the Notes are to be represented by a Global Certificate on issue, the following will apply in respect of transfers of Notes held in Euroclear or Clearstream, Luxembourg or an Alternative Clearing System. These provisions will not prevent the trading of interests in the Notes within a clearing system whilst they are held on behalf of such clearing system, but will limit the circumstances in which the Notes may be withdrawn from the relevant clearing system.

Transfers of the holding of Notes represented by any Global Certificate pursuant to Condition 2(b) may only be made in part:

- (i) if the relevant clearing system is closed for business for a continuous period of 14 days (other than by reason of holidays, statutory or otherwise) or announces an intention permanently to cease business or does in fact do so; or
- (ii) if principal in respect of any Notes is not paid when due; or
- (iii) with the consent of the Issuer,

provided that, in the case of the first transfer of part of a holding pursuant to paragraph 3(c)(i) or 3(c)(ii) above, the Registered Holder has given the Registrar not less than 30 days' notice at its specified office of the Registered Holder's intention to effect such transfer.

(e) **Partial Exchange of Permanent Global Notes**

For so long as a Permanent Global Note is held on behalf of a clearing system and the rules of that clearing system permit, such Permanent Global Note will be exchangeable in part if principal in respect of any Notes is not paid when due.

(f) **Delivery of Notes**

If the Global Note is a CGN, on or after any due date for exchange, the holder of a Global Note may surrender such Global Note or, in the case of a partial exchange, present it for endorsement to or to the order of the Issuing and Paying Agent. In exchange for any Global Note, or the part thereof to be exchanged, the Issuer will (i) in the case of a Temporary Global Note exchangeable for a Permanent Global Note, deliver, or procure the delivery of, a Permanent Global Note in an aggregate nominal amount equal to that of the whole or that part of a Temporary Global Note that is being exchanged or, in the case of a subsequent exchange, endorse, or procure the endorsement of, a Permanent Global Note to reflect such exchange or (ii) in the case of a Global Note exchangeable for

Definitive Notes, deliver, or procure the delivery of, an equal aggregate nominal amount of duly executed and authenticated Definitive Notes or if the Global Note is a NGN, the Issuer will procure that details of such exchange be entered pro rata in the records of the relevant clearing system. In these Admissions Particulars, “**Definitive Notes**” means, in relation to any Global Note, the definitive Bearer Notes for which such Global Note may be exchanged (if appropriate, having attached to them all Coupons in respect of interest that have not already been paid on the Global Note and a Talon). Definitive Notes will be security printed in accordance with any applicable legal and stock exchange requirements in or substantially in the form set out in the Schedules to the Trust Deed. On exchange in full of each Permanent Global Note, the Issuer will, if the holder so requests, procure that it is cancelled and returned to the holder together with the relevant Definitive Notes.

(g) **Exchange Date**

“**Exchange Date**” means, in relation to a temporary Global Note, the day falling after the expiry of 40 days after its issue date and, in relation to a Permanent Global Note, a day falling not less than 60 days, or in the case of failure to pay principal in respect of any Notes when due 30 days, after that on which the notice requiring exchange is given and on which banks are open for business in the city in which the specified office of the Issuing and Paying Agent is located and in the city in which the relevant clearing system is located.

**4. Payments**

No payment will be made on any Temporary Global Note unless exchange for an interest in a Permanent Global Note is improperly withheld or refused. All payments in respect of Notes represented by a Global Note in CGN form will be made against presentation for endorsement and, if no further payment falls to be made in respect of the Notes, surrender of that Global Note to or to the order of the Issuing and Paying Agent or such other Paying Agent as shall have been notified to the Noteholders for such purpose. If the Global Note is a CGN, a record of each payment so made will be endorsed on each Global Note, which endorsement will be prima facie evidence that such payment has been made in respect of the Notes. Payments of principal and interest in respect of Notes represented by a NGN will be made to its holder. If the Global Note is a NGN or if the Global Certificate is held under the NSS, the Issuer shall procure that details of each such payment shall be entered pro rata in the records of the relevant Clearing System and, in the case of payments of principal, the nominal amount of the Notes recorded in the records of the relevant Clearing System and represented by the Global Note or the Global Certificate will be reduced accordingly. Each payment so made will discharge the Issuer’s obligations in respect thereof. Any failure to make the entries in the records of the relevant Clearing System shall not affect such discharge.

All payments in respect of Notes represented by a Global Certificate will be made to, or to the order of, the person whose name is entered on the Register at the close of business on the record date which shall be on the Clearing System Business Day immediately prior

to the date for payment, where “**Clearing System Business Day**” means any day other than (i) Saturdays and Sundays and (ii) 25 December and 1 January.

So long as the Notes are represented by a Global Note or Global Certificate and the Global Note or Global Certificate is held on behalf of a Clearing System, the Issuer has undertaken, inter alia, to pay interest in respect of such Notes from the relevant Interest Commencement Date in arrear at the rates, on the dates for payment, and in accordance with the method of calculation provided for in the Conditions, save that the calculation is made in respect of the total aggregate amount of the Notes represented by the Global Note or Global Certificate.

## **5. Notices**

So long as any Notes are represented by a Global Note or a Global Certificate, as the case may be, and such Global Note or Global Certificate is held on behalf of a clearing system, notices to the holders of Notes of that Series may be given by delivery of the relevant notice to that clearing system for communication by it to entitled accountholders in substitution for publication as required by the Conditions or by delivery of the relevant notice to the holder of the Notes represented by such Global Note or Global Certificate. Such notices shall be deemed to have been given to the holders of Notes on the day of delivery to Euroclear and/or Clearstream, Luxembourg and/or any alternative clearing system.

## **6. Prescription**

Claims against the Issuer and/or the Guarantor for payment in respect of the Notes and Coupons (which, for this purpose, shall not include Talons) shall be prescribed and become void unless made within 10 years (in the case of principal) or five years (in the case of interest) from the appropriate Relevant Date in respect of them (as defined in Condition 9).

## **7. Meetings**

The holder of a Permanent Global Note or of the Notes represented by a Global Certificate shall (unless such Permanent Global Note or Global Certificate represents only one Note) be treated as being two persons for the purposes of any quorum requirements or the right to demand a poll at a meeting of the Noteholders and, at any such meeting, as having one vote in respect of each integral currency unit of the Specified Currency of the Notes. All holders of Registered Notes are entitled to one vote in respect of each integral currency unit of the Specified Currency of the Notes comprising such Noteholder’s holding, whether or not represented by a Global Certificate.

## **8. Purchase and Cancellation**

The Issuer, the Guarantor or any of their respective Subsidiaries may purchase Notes provided that all unmatured Coupons and all unexchanged Talons relating thereto are also purchased and surrendered therewith.



Any Notes purchased by the Issuer, the Guarantor or any of their respective Subsidiaries may be surrendered for cancellation, in the case of Bearer Notes, by surrendering each such Note to the Issuing and Paying Agent and, in the case of Registered Notes, by surrendering the Certificate representing such Notes to the Registrar and, in each case, if so surrendered, shall, together with all Notes redeemed by the Issuer, be cancelled forthwith (together with all unmatured Coupons and unexchanged Talons attached thereto or surrendered therewith).

#### **9. Trustee's Powers**

In considering the interests of Noteholders while the Permanent Global Note is held on behalf of a relevant Clearing System the Trustee may have regard to any information provided to it by such relevant Clearing System or its operator as to the identity (either individually or by category) of its accountholders with entitlements to the Permanent Global Note and may consider such interests, and treat such accountholders, as if such accountholders were the holder of the Permanent Global Note.

#### **10. Issuer's Option**

Any option of the Issuer provided for in the Conditions of any Notes while such Notes are represented by a Permanent Global Note shall be exercised by such Issuer giving notice to the Noteholders within the time limits set out in and containing the information required by the Conditions, except that the notice shall not be required to contain the serial numbers of Notes drawn in the case of a partial exercise of an option and accordingly no drawing of Notes shall be required. In the event that any option of the Issuer is exercised in respect of some but not all of the Notes of any Series, the rights of accountholders with a clearing system in respect of the Notes will be governed by the standard procedures of Euroclear and/or Clearstream, Luxembourg (to be reflected in the records of Euroclear and Clearstream, Luxembourg as either a pool factor or a reduction in nominal amount, at their discretion) or any other Alternative Clearing System (as the case may be).

#### **11. Noteholders' Options**

Any option of the Noteholders provided for in the Conditions of any Notes may be exercised by:

- (i) while such Notes are represented by a Permanent Global Note, the holder of the Permanent Global Note giving notice to the Issuing and Paying Agent of the nominal amount of Notes in respect of which the option is exercised within the time limits specified in the Conditions and substantially in the form of the notice available from any Paying Agent, except that the notice shall not be required to contain the serial numbers of the Notes in respect of which the option has been exercised, and stating the nominal amount of Notes in respect of which the option is exercised and at the same time; and
- (ii) where the permanent Global Note is a CGN, presenting the Permanent Global Note to the Issuing and Paying Agent for notation.

## 12. NGN nominal amount

Where the Global Note is a NGN, the Issuer shall procure that any exchange, payment, cancellation, exercise of any option or any right under the Notes, as the case may be, in addition to the circumstances set out above shall be entered in the records of the relevant Clearing Systems and upon any such entry being made, in respect of payments of principal, the nominal amount of the Notes represented by such Global Note shall be adjusted accordingly.

## 13. Written Resolution and Electronic Consent

Subject to the following sentence, a Written Resolution may be contained in one document or in several documents in like form, each signed by or on behalf of one or more of the Noteholders.

For so long as the Notes are in the form of a Global Note held on behalf of, or a Global Certificate registered in the name of any nominee for, one or more of Euroclear, Clearstream, Luxembourg or an Alternative Clearing System, then, in respect of any resolution proposed by the Issuer, the Guarantor or the Trustee:

- (a) *Electronic Consent*: where the terms of the resolution proposed by the Issuer, the Guarantor or the Trustee (as the case may be) have been notified to the Noteholders through the relevant clearing system(s), as provided in subparagraphs (i) and/or (ii) below, each of the Issuer, the Guarantor and the Trustee shall be entitled to rely upon approval of such resolution given by way of electronic consents communicated through the electronic communications systems of the relevant clearing system(s) to the Issuing and Paying Agent or another specified agent and/or the Trustee in accordance with their operating rules and procedures by or on behalf of the holders of not less than 75 per cent. in nominal amount of the Notes outstanding (the “**Required Proportion**”) (“**Electronic Consent**”) by close of business on the Relevant Date. Any resolution passed in such manner shall be binding on all Noteholders and Couponholders, even if the relevant consent or instruction proves to be defective. None of the Issuer, the Guarantor or the Trustee shall be liable or responsible to anyone for such reliance;
  - (i) When a proposal for a resolution to be passed as an Electronic Consent has been made, at least 10 days’ notice (exclusive of the day on which the notice is given and of the day on which affirmative consents will be counted) shall be given to the Noteholders through the relevant clearing systems(s). The notice shall specify in sufficient detail to enable Noteholders to give their consents in relation to the proposed resolution, the method by which their consents may be given (including, where applicable, blocking of their accounts in the relevant clearing system(s)) and the time and date (the “**Relevant Date**”) by which they must be received in order for such consents to be validly given, in each case subject to and in accordance with the operating rules and procedures of the relevant clearing system(s).

- (ii) If, on the Relevant Date on which the consents in respect of an Electronic Consent are first counted, such consents do not represent the Required Proportion, the resolution shall, if the party proposing such resolution (the “Proposer”) so determines, be deemed to be defeated. Such determination shall be notified in writing to the other party or parties to the Trust Deed. Alternatively, the Proposer may give a further notice to Noteholders that the resolution will be proposed again on such date and for such period as shall be agreed with the Trustee (unless the Trustee is the Proposer). Such notice must inform the Noteholders that insufficient consents were received in relation to the original resolution and the information specified in sub-paragraph (i) above. For the purpose of such further notice, references to “Relevant Date” shall be construed accordingly.

For the avoidance of doubt, an Electronic Consent may only be used in relation to a resolution proposed by the Issuer or the Guarantor or the Trustee which is not then the subject of a meeting that has been validly convened in accordance with the Trust Deed, unless that meeting is or shall be cancelled or dissolved; and

- (b) *Written Resolution*: where Electronic Consent is not being sought, for the purpose of determining whether a Written Resolution has been validly passed, the Issuer, the Guarantor and the Trustee shall be entitled to rely on consent or instructions given in writing directly to the Issuer, the Guarantor and/or the Trustee, as the case may be, (a) by accountholders in the clearing system with entitlements to such Global Note or Global Certificate and/or, (b) where the accountholders hold any such entitlement on behalf of another person, on written consent from or written instruction by the person identified by that accountholder as the person for whom such entitlement is held. For the purpose of establishing the entitlement to give any such consent or instruction, the Issuer, the Guarantor and the Trustee shall be entitled to rely on any certificate or other document issued by, in the case of (a) above, Euroclear, Clearstream, Luxembourg or any other relevant alternative clearing system (the “relevant clearing system”) and in the case of (b) above, the relevant clearing system and the accountholder identified by the relevant clearing system for the purposes of (b) above. Any resolution passed in such manner shall be binding on all Noteholders and Couponholders, even if the relevant consent or instruction proves to be defective. Any such certificate or other document shall be conclusive and binding for all purposes. Any such certificate or other document may comprise any form of statement or print out of electronic records provided by the relevant clearing system (including Euroclear’s EUCLID or Clearstream, Luxembourg’s CreationOnline system) in accordance with its usual procedures and in which the accountholder of a particular principal or nominal amount of the Notes is clearly identified together with the amount of such holding. Neither the Issuer, the Guarantor nor the Trustee shall be liable to any person by reason of having accepted as valid or not having rejected any certificate or other document to such effect purporting to be issued by any such person and subsequently found to be forged or not authentic.

A Written Resolution and/or Electronic Consent shall take effect as an Extraordinary Resolution. A Written Resolution and/or Electronic Consent will be binding on all Noteholders and holders of Coupons and Talons, whether or not they participated in such Written Resolution and/or Electronic Consent.

#### **14. Eurosystem Eligibility**

The Notes may be intended to be held in a manner which would allow eligibility for the central banking system for the euro (“**Eurosystem**”). This simply means that the Notes are intended upon issue to be deposited with one of the ICSDs as common safekeeper and does not mean that the Notes will be recognised as eligible collateral for Eurosystem monetary policy and intra-day credit operations by the Eurosystem either upon issue or at any or all times during their life. Such recognition will depend upon satisfaction of the Eurosystem eligibility criteria. Noteholders should note that, as at the date of these Admission Particulars, Notes admitted to trading on the ISM are not expected to be recognised as eligible collateral as the ISM is not on the list of “certain acceptable non-regulated markets” maintained by the European Central Bank.

## FORM OF PRICING SUPPLEMENT

**PROHIBITION OF SALES TO EEA RETAIL INVESTORS** – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the European Economic Area (“**EEA**”). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client as defined in point (11) of Article 4(1) of Directive 2014/65/EU (as amended, “**MiFID II**”); or (ii) a customer within the meaning of Directive (EU) 2016/97 (the “**Insurance Distribution Directive**”), where that customer would not qualify as a professional client as defined in point (10) of Article 4(1) of MiFID II. Consequently, no key information document required by Regulation (EU) No. 1286/2014 (as amended, the “**PRIIPs Regulation**”) for offering or selling the Notes or otherwise making them available to retail investors in the EEA has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the EEA may be unlawful under the PRIIPs Regulation.

**PROHIBITION OF SALES TO UK RETAIL INVESTORS** – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the United Kingdom (the “**UK**”). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client as defined in point (8) of Article 2 of Regulation (EU) No. 2017/565 as it forms part of the domestic law of the UK by virtue of the European Union (Withdrawal) Act 2018 (the “**EUWA**”); or (ii) a customer within the meaning of the provisions of the Financial Services and Markets Act 2000, as amended (the “**FSMA**”) and any rules or regulations made under FSMA to implement the Insurance Distribution Directive, where that customer would not qualify as a professional client as defined in point (8) of Article 2(1) of Regulation (EU) No. 600/2014 as it forms part of the domestic law of the UK by virtue of the EUWA (“**UK MiFIR**”). Consequently, no key information document required by Regulation (EU) No. 1286/2014 as it forms part of the domestic law of the UK by virtue of the EUWA (the “**UK PRIIPs Regulation**”) for offering or selling the Notes or otherwise making them available to retail investors in the UK has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the UK may be unlawful under the UK PRIIPs Regulation.

**[MiFID II PRODUCT GOVERNANCE / PROFESSIONAL INVESTORS AND ELIGIBLE COUNTERPARTIES ONLY TARGET MARKET** – Solely for the purposes of [the/each] manufacturer’s product approval process, the target market assessment in respect of the Notes has led to the conclusion that: (i) the target market for the Notes is eligible counterparties and professional clients only, each as defined in MiFID II; and (ii) all channels for distribution of the Notes to eligible counterparties and professional clients are appropriate. [*Details of any negative target market to be included if applicable*]. Any person subsequently offering, selling or recommending the Notes (a “**distributor**”) should take into consideration the manufacturer[’s/s’] target market assessment; however, a distributor subject to MiFID II is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the manufacturer[’s/s’] target market assessment) and determining appropriate distribution channels.]

**[UK MiFIR PRODUCT GOVERNANCE / PROFESSIONAL INVESTORS AND ELIGIBLE COUNTERPARTIES ONLY TARGET MARKET** – Solely for the purposes of [the/each] manufacturer’s product approval process, the target market assessment in respect of the Notes has led to the conclusion that: (i) the target market for the Notes is only eligible counterparties, as defined in the FCA Handbook Conduct of Business Sourcebook, and professional clients as defined in UK MiFIR; and (ii) all channels for distribution of the Notes to eligible counterparties and professional clients are appropriate. [*Details of any negative target market to be included if applicable*]. Any person subsequently offering, selling or recommending the Notes (a “**distributor**”) should take into consideration the manufacturer[’s/s’] target market assessment; however, a distributor subject to the FCA Handbook Product Intervention and Product Governance Sourcebook is responsible for undertaking its own target market assessment in

respect of the Notes (by either adopting or refining the manufacturer['s/s'] target market assessment) and determining appropriate distribution channels.]

**Pricing Supplement dated [•]**

**BUNZL FINANCE PLC**  
(LEI Number: 549300G276IH2GSE0E88)

**Issue of [Aggregate Nominal Amount of Tranche] [Title of Notes]**

**Fully and Unconditionally Guaranteed by Bunzl plc**

**under the £2,000,000,000  
Euro Medium Term Note Programme**

**Part A — CONTRACTUAL TERMS**

This document constitutes the Pricing Supplement of the Notes and must be read in conjunction with the Admission Particulars dated [date] [and the supplement[s] to it dated [date]] ([together,] the “**Admission Particulars**”) in order to obtain all the relevant information[, save in respect of the Conditions (as referred to below) which are extracted from the Admission Particulars dated [original date]].

Terms used herein shall be deemed to be defined as such for the purposes of the Conditions set forth in the Admission Particulars [dated [[original] date] [and the supplement(s) to it dated [date]] [which are incorporated by reference into the Admission Particulars]].

No prospectus is required in accordance with Regulation (EU) 2017/1129 as it forms part of the domestic law of the UK by the virtue of the EUWA for the issue of Notes described below. The Financial Conduct Authority has neither approved nor reviewed this Pricing Supplement.

***[Include whichever of the following apply or specify as “Not Applicable” (N/A). Note that the numbering should remain as set out below, even if “Not Applicable” is indicated for individual paragraphs (in which case the sub-paragraphs of the paragraphs which are not applicable can be deleted). Italics denote guidance for completing the Pricing Supplement.]***

- |    |   |  |
|----|---|--|
| 1. | Issuer:   | Bunzl Finance plc  |
| 2. | Guarantor:  | Bunzl plc  |
| 3. | (i) Series Number:  | [•]  |
|    | (ii) Tranche Number:  | [•]  |
|    | [(iii) Date on which the Notes will be consolidated and form a single Series: | [The Notes will be consolidated and form a single Series with [ ] on [the Issue Date/exchange of the Temporary Global Note for interests in the Permanent Global Note, as referred to in paragraph [24] below, [which is expected to occur on or about [ ]] / [Not Applicable]]] |
| 4. | Specified Currency:   | [•]  |
| 5. | Aggregate Nominal Amount:   |  |

- (i) Series: [•]
- (ii) Tranche: [•]
6. Issue Price of Tranche: [ ] per cent. of the Aggregate Nominal Amount [plus accrued interest from (and including) [ ] to (but excluding) the Issue Date]
7. (i) Specified Denomination(s): [•]  
[€100,000 and integral multiples of [€1,000] in excess thereof]  
[[€100,000] and integral multiples of [€1,000] in excess thereof up to and including [€199,000]. No Notes in definitive form will be issued with a denomination above [€199,000].]
- (ii) Calculation Amount: [•]
8. (i) Issue Date: [•]
- [(ii) Interest Commencement Date: [[•]/Issue Date/Not Applicable]
9. Maturity Date: [[•]/[The Interest Payment Date falling in or nearest to [•]]]
10. Interest Basis: [[•] per cent. Fixed Rate]  
[[SONIA] [[•] month] [EURIBOR] [+/-] [[•] per cent.] Floating Rate] / [Zero Coupon]
11. Redemption/Payment Basis: Subject to any purchase and cancellation or early redemption, the Notes will be redeemed on the Maturity Date at [100] per cent. of their nominal amount.
12. Change of Interest Basis or Redemption/Payment Basis: [[•]/Not Applicable]
13. Call/Put Options: [Issuer Call]  
[Investor Put]  
[Change of Control Put]  
[Clean-up Call Option]  
[Not Applicable]
14. Date of [Board/Committee] approval for issuance of Notes [and Guarantee] obtained: [•] [and [•] respectively] [Not Applicable]

**PROVISIONS RELATING TO INTEREST (IF ANY) PAYABLE**

15. Fixed Rate Note Provisions: [Applicable/Not Applicable]
- (If not applicable, delete the remaining subparagraphs of this paragraph)*



- (i) Rate(s) of Interest: [•] per cent. per annum payable [annually/semi-annually/[•]] in arrear on each Interest Payment Date
- (ii) Interest Payment Dates: [•] [and [•]] in each year [up to and including the Maturity Date]
- (iii) Fixed Coupon Amount(s): [•] [per Calculation Amount]
- (iv) Broken Amount(s): [[•] per Calculation Amount, payable on the Interest Payment Date falling [in/on]/ [•]/Not Applicable]
- (v) Day Count Fraction: [Actual/Actual / Actual/Actual – ISDA]  
[Actual/365 (Fixed)]  
[Actual/365 (Sterling)]  
[Actual/360]  
[30/360 / 360/360 / Bond Basis]  
[30E/360 / Eurobond Basis / 30E/360 (ISDA)]  
[Actual/Actual-ICMA]
- (vi) Determination Date(s): [[•]in each year/Not Applicable]
16. Floating Rate Note Provisions: [Applicable/Not Applicable]
- (If not applicable, delete the remaining sub-paragraphs of this paragraph)*
- (i) Interest Period(s): [[•] [, subject to adjustment in accordance with the Business Day Convention set out in (v) below/, not subject to any adjustment, as the Business Day Convention in (v) below is specified to be Not Applicable]
- (ii) Specified Interest Payment Dates: [[•] [, subject to adjustment in accordance with the Business Day Convention set out in (v) below/, not subject to any adjustment, as the Business Day Convention in (v) below is specified to be Not Applicable]
- (iii) Interest Period Date: [[•] [, subject to adjustment in accordance with the Business Day Convention set out in (v) below/, not subject to any adjustment, as the Business Day Convention in (v) below is specified to be Not Applicable]
- (iv) First Interest Payment Date: [•]

- (v) Business Day Convention: [Floating Rate Convention/Following Business Day Convention/Modified Following Business Day Convention /Preceding Business Day Convention][Not Applicable]
- (vi) Business Centre(s): [[•]/Not Applicable]
- (vii) Manner in which the Rates of Interest and Interest Amount is/are to be determined: [Screen Rate Determination/ISDA Determination]
- (viii) Calculation Agent or other party responsible for calculating the Rates of Interest and Interest Amounts (if not the Issue and Paying Agent): [•]
- (ix) Screen Rate Determination:
- Reference Rate: Reference Rate: [[•] month [EURIBOR] [SONIA]  
  
[SONIA Compounded Index Rate / SONIA Compounded Daily Reference Rate [with Observation Shift] / [with Lag] where “p” is: [specify number] London Business Days [being no less than 5 London Business Days]]
  - Interest Determination Date(s): [•]  
[The date which is [“p”] London Business Days prior to each Interest Payment Date]
  - Relevant Screen Page: [•]  
  
[[Bloomberg Screen Page: SONCINDX] / see pages of authorised distributors for SONIA Compounded Index Rate] or [Bloomberg Screen Page: SONIO/N Index] / SONIA Compounded Daily Reference Rate as applicable]
  - Relevant Fallback Screen Page: [[Bloomberg Screen Page: SONIO/N Index] / see pages of authorised distributors for SONIA Compounded Daily Reference Rate as applicable] [•]] / [Not Applicable]
- (x) ISDA Determination: [•]
- Floating Rate Option [•]
  - Designated Maturity: [•]
- (xi) - Reset Date: [•]
- (xii) Linear Interpolation: [Not Applicable/Applicable – the Rate of Interest for the [long/short] [first/last] Interest



- |     |  |  |
|-----|--|--|
|     | (b) Maximum Redemption Amount:   | [●]  |
|     | (iv) Notice Period(s):   | [Not less than [30] or more than [60] days'] |
| 19. | Put Option:  | [Applicable/Not Applicable]                  |
|     | (i) Optional Redemption Date(s):   | [●]  |
|     | (ii) Optional Redemption Amount(s):  | [●] per Calculation Amount                   |
|     | (iii) Notice Period:   | [●]  |
| 20. | Change of Control Put Option:  | [Applicable/Not Applicable]                  |
|     | (i) [Change of Control Redemption Amount:  | [●] [per Calculation Amount]]                |
|     | (ii) [Put Period:  | [●]]   |
|     | (iii) [Put Date:   | [●]]   |
| 21. | Clean-up Call Option:  | [Applicable/Not Applicable]                  |
|     | Notice Period for Clean-up Call Option:  | [●]  |
| 22. | Final Redemption Amount:   | [●] per Calculation Amount                   |
| 23. | Early Redemption Amount(s) payable on redemption for taxation reasons (where applicable) or on event of default or other early redemption: | [●] per Calculation Amount                   |

**GENERAL PROVISIONS APPLICABLE TO THE NOTES**

- |     |                |  |
|-----|----------------|--|
| 24. | Form of Notes: |  |
|     | (i) Form:      | <p><b>Bearer Notes:</b><br/> [Temporary Global Note exchangeable for a Permanent Global Note which is exchangeable for Definitive Notes [on 40 days' notice given at any time/only upon an Exchange Event/in the limited circumstances specified in the Permanent Global Note]]</p> <p>[Temporary Global Note exchangeable for Definitive Notes [on and after the Exchange Date / on [ ] days' notice]]</p> <p>[Permanent Global Note exchangeable for Definitive Notes [on 40 days' notice given at</p> |

any time/only upon an Exchange Event/in the limited circumstances specified in the Permanent Global Note]]

[Registered Notes:

[Global Certificate registered in the name of a nominee for [a common depository for Euroclear and Clearstream, Luxembourg/a common safekeeper for Euroclear and Clearstream, Luxembourg]]]

(ii) New Global Note Form:

[Applicable/Not Applicable]

25. Financial Centre(s):

[●]/[Not Applicable]

26. Talons for future Coupons to be attached to Definitive Notes:

[Yes, as the Notes have more than 27 coupon payments, Talons may be required if, on exchange into definitive form, more than 27 coupon payments are still to be made/No]

Signed on behalf of the Issuer:

By:  
*Duly Authorised*

## PART B – OTHER INFORMATION

### 1. ADMISSION TO TRADING

- (i) Admission to trading: Application has been made to the London Stock Exchange for the Notes to be admitted to trading on the ISM with effect from [●]. The Notes admitted to trading on the ISM are not admitted to the Official List of the FCA.
- (ii) Estimate of total £[●] expenses relating to admission to trading:

### 2. RATINGS

[Not Applicable]/[The Notes to be issued [have been/are expected to be] assigned the following ratings:]/[The following ratings reflect ratings assigned to Notes of this type issued under the Programme generally:]

[●] by S&P Global Ratings UK Limited (“**Standard & Poor**”)

[●] by Moody’s Investors Service Ltd (“**Moody’s**”)

[●] by Fitch Ratings Limited (“**Fitch**”)

[Standard & Poor/Moody’s/Fitch is/are established in the UK and is/are registered under Regulation (EC) No. 1060/2009 as it forms part of UK domestic law by virtue of the EUWA included in the list of credit rating agencies published by the Financial Conduct Authority.]

### 3. INTERESTS OF NATURAL AND LEGAL PERSONS INVOLVED IN THE [ISSUE/OFFER]

[Save for any fees payable to the [Managers/Dealers], so far as the Issuer is aware, no person involved in the issue of the Notes has an interest material to the offer. The [Managers/Dealers] and their affiliates have engaged, and may in the future engage, in investment banking and/or commercial banking transactions with, and may perform other services for, the Issuer, the Guarantor and their respective affiliates in the ordinary course of business.]

### 4. USE OF PROCEEDS

[●] / [As specified in the section headed “*Use of Proceeds*” in the Admission Particulars]

### 5. Fixed Rate Notes - YIELD

Indication of yield: [[●]/Not Applicable]

[The yield is calculated at the Issue Date on the basis of the Issue Price. It is not an indication of future yield.]

### 6. OPERATIONAL INFORMATION

- (i) ISIN Code: [●]

- (ii) Common Code: [●]
- (iii) Any clearing system(s) other than Euroclear Bank SA/NV and Clearstream Banking, SA and the relevant identification number(s): [Not Applicable]/[\*]
- (iv) Delivery: Delivery [against/free of] payment
- (v) Names and addresses of additional Paying Agent(s) (if any): [●]
- (vi) Intended to be held in a manner which would allow Eurosystem eligibility: [Yes. Note that the designation “yes” simply means that the Notes are intended upon issue to be deposited with one of the ICSDs as common safekeeper [(and registered in the name of a nominee of one of the ICSDs acting as common safekeeper)] [*include this text for registered notes*] and does not necessarily mean that the Notes will be recognised as eligible collateral for Eurosystem monetary policy and intra-day credit operations by the Eurosystem either upon issue or at any or all times during their life. Such recognition will depend upon the ECB being satisfied that Eurosystem eligibility criteria have been met.]
- [No. Whilst the designation is specified as “no” at the date of this Pricing Supplement, should the Eurosystem eligibility criteria be amended in the future such that the Notes are capable of meeting them the Notes may then be deposited with one of the ICSDs as common safekeeper [(and registered in the name of a nominee of one of the ICSDs acting as common safekeeper)] [*include this text for registered notes*]. Note that this does not necessarily mean that the Notes will then be recognised as eligible collateral for Eurosystem monetary policy and intraday credit operations by the Eurosystem at any time during their life. Such recognition will depend upon the ECB being satisfied that Eurosystem eligibility criteria have been met.]

## 7. DISTRIBUTION

- (i) Method of Distribution: [Syndicated / Non-Syndicated]
- (ii) If syndicated:
- (A) Name of Managers: [Not Applicable/give name]
- (B) Stabilisation Manager(s) if any: [Not Applicable/give name]

(iii) If non-syndicated, name of [Not Applicable/give name]  
Dealer:

(iv) US Selling Restrictions: [Regulation S Compliance Category [1 / 2];  
TEFRA C / TEFRA D / TEFRA not applicable]

**8. THIRD PARTY INFORMATION**

[[●] has been extracted from [●]. The Issuer confirms that such information has been accurately reproduced and that, so far as it is aware and is able to ascertain from information published by [●], no facts have been omitted which would render the reproduced information inaccurate or misleading.]/[Not Applicable]



## UNITED KINGDOM TAXATION

*The comments below are of a general nature and are not intended to be exhaustive. They assume that there will be no substitution of the Issuer or the Guarantor and do not address the consequences of any such substitution (notwithstanding that such substitution may be permitted by the terms and conditions of the Notes). They are based on current UK tax law as applied in England and Wales and the published practice of HM Revenue & Customs (“HMRC”) (which may not be binding on HMRC) and are subject to changes thereof, possibly with retrospective effect, in each case as at the latest practicable date before the date of these Admission Particulars. They describe only the UK withholding tax treatment of payments under the Notes. They do not deal with any other UK taxation implications of acquiring, holding or disposing of the Notes. They apply only to persons who are the absolute beneficial owners of their Notes and may not apply to certain classes of person (such as dealers, persons connected with the Issuer or professional investors) to whom special rules may apply. Any Noteholders who are in doubt as to their own tax position or who may be subject to tax in a jurisdiction other than the UK should consult their own professional advisers.*

*References in this part to “interest” shall mean amounts that are treated as interest for the purposes of UK taxation.*

### *Interest on the Notes*

While the Notes carry a right to interest and are and continue to be admitted to trading on a “multilateral trading facility” operated by a UK, Gibraltar or EEA regulated recognised stock exchange (within the meaning of section 987 of the Income Tax Act 2007 (“ITA”) and section 1005 of the ITA), payments of interest by the Issuer on the Notes may be made without withholding or deduction for or on account of UK income tax pursuant to section 882 of the ITA. The ISM is a multilateral trading facility operated by a UK, Gibraltar or EEA regulated recognised stock exchange (the London Stock Exchange) for these purposes.

A further exemption from the obligation to make a withholding or deduction for or on account of UK income tax applies where, at the time the payment is made, the beneficial owner of the interest is a UK resident company or a non-UK resident company within the charge to UK corporation tax as regards the payment of interest or the recipient falls within a list of specified entities and bodies, provided HMRC has not given a direction that this exemption shall not apply, having reasonable grounds for believing the conditions for this exemption will not be met at the time the payment is made.

In all other cases, interest on the Notes which has a UK source will generally be paid by the Issuer after deduction of UK income tax at the basic rate (currently 20 per cent.) unless: (i) another relief or exemption applies; or (ii) the Issuer has received a direction to the contrary from HMRC in respect of such relief as may be available pursuant to the provisions of any applicable double taxation treaty.

Where Notes are issued at an issue price of less than 100 per cent. of their nominal amount, any payments in respect of the accrued discount element on any such Notes should not be subject to any withholding or deduction for or on account of UK income tax as long as they do not constitute payments in respect of interest for tax purposes.

### *Payments in Respect of the Guarantee*

The UK withholding tax treatment of payments by the Guarantor under the terms of the Guarantee in respect of interest on the Notes (or other amounts due under the Notes other than the repayment of amounts subscribed for the Notes) is uncertain. In particular, such payments by the Guarantor may not be eligible for the exemption in section 882 of the ITA described above in relation to payments of interest by the Issuer. Accordingly, if the Guarantor makes any such payments and they have a UK source, these may be subject to UK withholding tax at the basic rate (currently 20 per cent.) subject to such relief as may be available under the provisions of any applicable double taxation treaty or to any other exemption which may apply.

## SUBSCRIPTION AND SALE

The Dealers have, in an amended and restated dealer agreement dated 13 November 2024 and as may be further amended, restated and/or supplemented from time to time (the “**Dealer Agreement**”), agreed with the Issuer and the Guarantor a basis upon which they or any of them may from time to time agree to purchase the Notes. The Notes may be resold at prevailing market prices, or at prices related thereto, at the time of such resale, as determined by the relevant Dealer. The Notes may also be sold by the Issuer through the Dealers, acting as agents of the Issuer. The Dealer Agreement also provides for Notes to be issued in syndicated Tranches that are underwritten by two or more Dealers.

The Issuer (failing which, the Guarantor) will pay each Dealer a commission as agreed between them in respect of Notes subscribed by them. The Issuer (failing which, the Guarantor) has agreed to reimburse the Arranger for certain of its expenses incurred in connection with the establishment of, and any continuing responsibilities in relation to the Programme.

The Issuer (failing which, the Guarantor) has agreed to indemnify the Dealers against certain liabilities in connection with the offer and sale of Notes under the Dealer Agreement. The Dealer Agreement entitles the Dealers to terminate any agreement that they make to subscribe Notes in certain circumstances prior to payment for such Notes being made to the Issuer.

### ***Dealers Transacting with the Issuer and the Guarantor***

Certain of the Dealers and their affiliates have engaged, and may in the future engage in the ordinary course of their business activities, in lending, advisory, corporate finance services, in investment banking and/or commercial banking transactions with, and may perform services for the Issuer, the Guarantor and their affiliates in the ordinary course of business. Certain of the Dealers and their affiliates may have positions, deals or make markets in Notes, related derivatives and reference obligations, including (but not limited to) entering into hedging strategies on behalf of the Issuer, the Guarantor and their affiliates, investor clients, or as principal in order to manage their exposure, their general market risk, or other trading activities. They have received, or may in the future receive, customary fees and commissions for these transactions.

In addition, in the ordinary course of their business activities, the Dealers and their affiliates may make or hold a broad array of investments and actively trade debt and equity securities (or related derivative securities) and financial instruments (including bank loans) for their own account and for the accounts of their customers. Such investments and securities activities may involve securities and/or instruments of the Issuer, the Guarantor or their affiliates. The Dealers and/or their affiliates may receive allocations of the Notes (subject to customary closing conditions), which could affect future trading of the Notes. Certain of the Dealers or their affiliates that have a lending relationship with the Issuer or the Guarantor routinely hedge their credit exposure to the Issuer or the Guarantor (as the case may be) consistent with their customary risk management policies. Typically, such Dealers and their affiliates would hedge such exposure by entering into transactions which consist of either the purchase of credit default swaps or the creation of short positions in securities, including potentially the Notes issued under the Programme. Any such positions could adversely affect future trading prices of Notes issued under the Programme. The Dealers and their affiliates may also make investment recommendations and/or publish or express independent research views in respect of such securities or financial instruments and

may hold, or recommend to clients that they acquire, long and/or short positions in such securities and instruments.

## **Selling Restrictions**

### ***United States***

The Notes and the Guarantee have not been and will not be registered under the Securities Act and may not be offered or sold within the United States or to, or for the account or benefit of, U.S. persons except in certain transactions exempt from the registration requirements of the Securities Act. Terms used in this section have the meanings given to them by Regulation S under the Securities Act.

Notes in bearer form are subject to U.S. tax law requirements and may not be offered, sold or delivered within the United States or its possessions or to a United States person, except in certain transactions permitted by U.S. tax regulations. Terms used in this paragraph have the meanings given to them by the U.S. Internal Revenue Code of 1986, as amended and the regulations thereunder.

Each Dealer has represented and agreed, and each further Dealer appointed under the Programme will be required to represent and agree, that except as permitted by the Dealer Agreement, it has not offered, sold or delivered and will not offer, sell or deliver the Notes (a) as part of their distribution at any time or (b) otherwise until 40 days after the completion of the distribution of the Notes or any identifiable Tranche of which such Notes are a part, within the United States or to, or for the account or benefit of, U.S. persons.

In addition, until 40 days after the commencement of an offering of the Notes, an offer or sale of such Notes within the United States by any dealer (whether or not participating in the offering) may violate the registration requirements of the Securities Act.

### **Prohibition of Sales to EEA Retail Investors**

Each Dealer has represented and agreed, and each further Dealer appointed under the Programme will be required to represent and agree, that it has not offered, sold or otherwise made available and will not offer, sell or otherwise make available any Notes which are the subject of the offering contemplated by these Admission Particulars as completed by the Pricing Supplement in relation thereto to any retail investor in the EEA.

For the purposes of this provision, the expression “**retail investor**” means a person who is one (or more) of the following:

- (a) a retail client as defined in point (11) of Article 4(1) of MiFID II; or
- (b) a customer within the meaning of the Insurance Distribution Directive, where that customer would not qualify as a professional client as defined in point (10) of Article 4(1) of MiFID II,

and the expression “offer” includes the communication in any form and by any means of sufficient information on the terms of the offer and the Notes to be offered so as to enable an investor to decide to purchase or subscribe for the Notes.

### **Prohibition of Sales to UK Retail Investors**

Each Dealer has represented and agreed, and each further Dealer appointed under the Programme will be required to represent and agree, that it has not offered, sold or otherwise made available and will not offer, sell or otherwise make available any Notes which are the subject of the offering contemplated by these Admission Particulars as completed by the Pricing Supplement in relation thereto to any retail investor in the UK.

For the purposes of this provision, the expression “**retail investor**” means a person who is one (or more) of the following:

- (a) a retail client as defined in point (8) of Article 2 of Regulation (EU) No. 2017/565 as it forms part of the domestic law of the UK by virtue of the EUWA; or
- (b) customer within the meaning of the provisions of the FSMA and any rules or regulations made under the FSMA to implement the Insurance Distribution Directive, where that customer would not qualify as a professional client, as defined in point (8) of Article 2(1) of UK MiFIR,

and the expression “offer” includes the communication in any form and by any means of sufficient information on the terms of the offer and the Notes to be offered so as to enable an investor to decide to purchase or subscribe for the Notes.

### **UK Securities Laws**

Each Dealer has represented and agreed, and each further Dealer appointed under the Programme will be required to represent and agree, that:

- (a) in relation to any Notes which have a maturity of less than one year:
  - (i) it is a person whose ordinary activities involve it in acquiring, holding, managing or disposing of investments (as principal or agent) for the purposes of its business; and
  - (ii) it has not offered or sold and will not offer or sell any Notes other than to persons whose ordinary activities involve them in acquiring, holding, managing or disposing of investments (as principal or as agent) for the purposes of their businesses or who it is reasonable to expect will acquire, hold, manage or dispose of investments (as principal or agent) for the purposes of their businesses where the issue of the Notes would otherwise constitute a contravention of Section 19 of the FSMA by the Issuer;

- (b) it has only communicated or caused to be communicated and will only communicate or cause to be communicated an invitation or inducement to engage in investment activity (within the meaning of Section 21 of the FSMA) received by it in connection with the issue or sale of any Notes in circumstances in which Section 21(1) of the FSMA does not apply to the Issuer or the Guarantor; and
- (c) it has complied and will comply with all applicable provisions of the FSMA with respect to anything done by it in relation to any Notes in, from or otherwise involving the UK.

### **Japan**

The Notes have not been and will not be registered under the Financial Instruments and Exchange Act of Japan (Act No. 25 of 1948, as amended, the “**Financial Instruments and Exchange Act**”). Accordingly, each Dealer has represented and agreed, and each further Dealer appointed under the Programme will be required to represent and agree, that it has not, directly or indirectly, offered or sold and will not, directly or indirectly, offer or sell any Notes in Japan or to, or for the benefit of, any resident of Japan (which term as used herein means any person resident in Japan, including any corporation or other entity organised under the laws of Japan) or to others for re-offering or re-sale, directly or indirectly, in Japan or to, or for the benefit of, any resident of Japan except pursuant to an exemption from the registration requirements of, and otherwise in compliance with, the Financial Instruments and Exchange Act and other relevant laws and regulations of Japan.

### **General**

These selling restrictions may be modified by the agreement of the Issuer and the relevant Dealer(s).

No representation is made that any action has been or will be taken in any country or any jurisdiction by any Dealer, the Issuer or the Guarantor that would permit a public offering of any of the Notes, or possession or distribution of these Admission Particulars or any other offering or publicity material or any Pricing Supplement relating to any of the Notes, in any country or jurisdiction where action for that purpose is required.

Each Dealer has agreed, and each further Dealer appointed under the Programme will be required to agree, that it will comply, to the best of its knowledge and belief in all material respects, with all relevant laws, regulations and directives in each jurisdiction in which it purchases, offers, sells or delivers any of the Notes or has in its possession or distributes these Admission Particulars or any such other material or any Pricing Supplement relating to any of the Notes, in all cases at its own expense.

## **GENERAL INFORMATION**

### **1. ADMISSION TO TRADING**

It is expected that each Tranche of Notes which is to be admitted to trading on the ISM will be admitted separately as and when issued, subject only to the issue of one or more Global Notes initially representing the Notes of such Tranche. Application has been made to the London Stock Exchange for such Notes to be admitted to trading on the ISM. Notes admitted to trading on the ISM are not admitted to the Official List of the FCA.

### **2. AUTHORISATION**

Each of the Issuer and the Guarantor has obtained all necessary consents, approvals and authorisations in connection with the update of the Programme. The update of the Programme has been authorised by resolutions of the Board of Directors of the Issuer passed on 4 November 2024. The update of the Programme and the giving of the Guarantee in respect of any Notes to be issued under it has been authorised by resolutions of the Board of Directors of the Guarantor passed on 15 October 2024 and by resolutions of a committee of the Board of Directors of the Guarantor passed on 4 November 2024.

### **3. CLEARING SYSTEMS**

The Notes have been accepted for clearance through the Euroclear and Clearstream, Luxembourg systems. The appropriate ISIN and Common Code in relation to any Notes issued from the Programme will be specified in the relevant Pricing Supplement. The relevant Pricing Supplement shall specify any other clearing system as shall have accepted the relevant Notes for clearance together with any further appropriate information.

The address of Euroclear is Euroclear Bank SA/NV, 1 Boulevard du Roi Albert II, B-1210 Brussels and the address of Clearstream, Luxembourg is Clearstream Banking S.A., 42 Avenue JF Kennedy, L 1855 Luxembourg.

### **4. NO SIGNIFICANT/MATERIAL ADVERSE CHANGE**

There has been no material adverse change in the prospects of the Issuer, the Guarantor and/or the Group since 31 December 2023, being the date of the Group's last published consolidated audited financial statements.

There has been no significant change in the financial or trading position of the Issuer, the Guarantor and/or the Group since 30 June 2024, being the date of the Group's last published interim financial statements.

### **5. LEGAL AND ARBITRATION PROCEEDINGS**

There are no, nor have there been any, governmental, legal or arbitration proceedings (including any such proceedings that are pending or threatened of which the Guarantor and/or the Issuer is aware) during the 12 months prior to the date of these Admission Particulars that may have, or

have had in the recent past significant effects on the Guarantor, the Issuer and/or the Group's financial position or profitability.

## **6. MATERIAL CONTRACTS**

There are no material contracts entered into, other than in the ordinary course of the Issuer's and/or the Guarantor's business, which could result in any member of the Group being under an obligation or entitlement that is material to the Issuer's ability to meet its obligations to Noteholders in respect of the Notes being issued and/or the Guarantor's ability to meet its obligations under the Guarantee.

## **7. AUDITORS**

The auditor of the Issuer for each of the financial years ended 31 December 2022 and 31 December 2023 was PricewaterhouseCoopers LLP ("**PwC**"), having its registered address at One Embankment Place, London, WC2N 6RH, and which is registered to carry out audit work by the Institute of Chartered Accountants of England and Wales.

The auditor of the Guarantor for each of the financial years ended 31 December 2022 and 31 December 2023 was PwC, having its registered address at One Embankment Place, London, WC2N 6RH, and which is registered to carry out audit work by the Institute of Chartered Accountants of England and Wales.

## **8. US TAX**

The following legend will appear on all Bearer Notes and interest coupons and talons relating to such Notes where TEFRA D is specified in the applicable Pricing Supplement:

*"Any United States person who holds this obligation will be subject to limitations under the United States income tax laws, including the limitations provided in Sections 165(j) and 1287(a) of the Internal Revenue Code."*

## **9. DOCUMENTS AVAILABLE FOR INSPECTION**

Physical copies of the documents set out below are, or will when published in accordance with the ISM Rulebook be, available for inspection during usual business hours on any weekday (public holidays excepted) for as long as the Notes are capable of being issued under the Programme at the registered office of the Guarantor at York House, 45 Seymour Street, London, W1H 7JT:

- (A) the Memorandum of Association and the Articles of Association of the Issuer;
- (B) the Memorandum of Association and the Articles of Association of the Guarantor;
- (C) a copy of these Admission Particulars, together with any supplement to these Admission Particulars or further Admission Particulars and any Pricing Supplement to these Admission Particulars and any other documents incorporated herein or therein by reference;



- (D) the Agency Agreement, the Trust Deed and the forms of Global Notes, the Notes in definitive form, the Coupons and Talons; and
- (E) the most recently published consolidated audited financial statements for the Group and (if any) the most recently published condensed interim financial statements (which may be unaudited) of the Group, in each case together with any audit or review reports prepared in connection therewith.

The Issuer intends to make available details of all issues of Notes under the Programme through a regulatory information service and, to the extent that any such Notes are to be admitted to trading on the ISM, the applicable Pricing Supplement will be published on the website of the London Stock Exchange through a regulatory information service or will be published in such other manner permitted the ISM Rulebook.

## **10. ISSUE PRICE AND YIELD**

The issue price of any Notes or Tranche of Notes will be determined by the Issuer, Guarantor and the relevant Dealer(s) at the time of issue in accordance with prevailing market conditions and the issue price of the relevant Notes will be set out in the relevant Pricing Supplement. The yield of each Tranche of Notes bearing interest at a fixed rate as set out in the applicable Pricing Supplement will be calculated as of the relevant issue date on an annual or semi-annual basis using the relevant issue price. It is not an indication of future yield.

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*To the Dealers and the Trustee as to English law*

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