

Parties

Dated 8<sup>th</sup> FEBRUARY 2026

<p>The "Principal Employer":</p> <p><b>OAKLEAF FACILITIES LIMITED</b> (company number 4580340)</p>	<p>The "Independent Trustee":</p> <p><b>CENTRAL TAX &amp; TRUSTEE PLANNING LIMITED LIABILITY PARTNERSHIP</b> (company number OC00637)</p>
<p>The "Member Trustees":</p> <p><b>MARK ALAN BOWTHORN</b> <b>JANIE GALE BOWTHORN</b> <b>PAUL CHRISTOPHER GROOM</b></p>	

## Definitive Deed

### Recitals

establishing the

## Oakleaf Facilities SIBA

- (A) The Principal Employer has determined to provide a retirement benefits scheme called the Oakleaf Facilities Limited SIBA (the "Scheme") intended to meet the prescribed conditions within the meaning of section 290(4) of the Pensions Act 2004, by which will offer from and including the date of the Commencement Date benefits which may be provided in respect of service with the Principal Employer and of any other employer in which the Scheme may be extended.
- (B) The Member Trustees and the Independent Trustee (the "Trustees") have agreed to be the first trustees of the Scheme.
- (C) The Principal Employer has made or will make known in writing the establishment of the Scheme and its main provisions of it to those of its employees and directors to whom it has offered membership.

### Operative provisions

#### 1 Establishment of Scheme

- 1.1 The Principal Employer establishes the Scheme and appoints the Trustees as the first trustees of the Scheme in each case with effect from and including the Commencement Date.

#### 2 Governing provisions

- 2.1 The attached rules (including the schedules) (the "Rules") shall form part of this Deed and together they shall govern the Scheme.

#### 3 Amendment of the Scheme

- 3.1 The Trustees with the consent of the Principal Employer may by deed amend this Deed by adding, replacing, deleting, curtailling or adding to all or any of its provisions with retrospective immediate or future effect, even if as a result the destination of benefits may be changed or benefits under the Scheme may be cancelled, reduced or otherwise prejudicially affected. Any amendment must comply with Section 67 of the Pensions Act 2004.

(whitecos590ssasv3)

## Parties

<p>The 'Principal Employer':</p> <p><b>OAKLEAF FACILITIES LIMITED</b> (company number 4540540)</p>	<p>The 'Independent Trustee':</p> <p><b>CENTRAL TAX &amp; TRUSTEE PLANNING LIMITED LIABILITY PARTNERSHIP</b> (company number OC306392)</p>
<p>The "Member Trustees":</p> <p><b>MARK ALAN ROWTHORN</b> <b>JANIE GALE ROWTHORN</b> <b>PAUL CHRISTOPHER GROOM</b></p>	

## Recitals

- (A) The Principal Employer has determined to establish a retirement benefits scheme called the Oakleaf Facilities Limited SIBA (the 'Scheme') intended to meet the prescribed conditions within the meaning of section 590(4) of the Income and Corporation Taxes Act 1988 and by which with effect from and including the date of this deed (the 'Commencement Date') benefits may be provided in respect of service with the Principal Employer and of any other Employer to which the Scheme may be extended.
- (B) The Member Trustees and the Independent Trustee (the 'Trustees') have agreed to be the first trustees of the Scheme.
- (C) The Principal Employer has made or will make known in writing the establishment of the Scheme and the main provisions of it to those of its employees and directors to whom it has offered membership.

## Operative provisions

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**4 Appointment and Removal of Trustees**

4.1 The Principal Employer may at any time by deed:

4.1.1 remove any one or more of the Trustees;

4.1.2 appoint one or more persons to be new or additional trustees of the Scheme.

4.2 Any Trustee may retire by giving notice in writing to the Principal Employer and the remaining Trustees and will then be discharged and cease to hold office immediately.

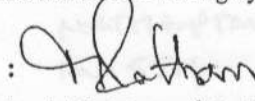
4.3 The Trustees shall do everything necessary to give effect to any removal or resignation and to vest the Fund in any new or additional Trustees and/or in the continuing Trustees as the case may be.

IN WITNESS OF WHICH this document is executed as a deed and is delivered on the date stated above.

SIGNED as a deed and delivered when dated, by  
**OAKLEAF FACILITIES LIMITED** acting by:

Director

Signature

: 

Name

: MARK ALAN ROWTHORN

Director/Secretary

Signature

: 

Name

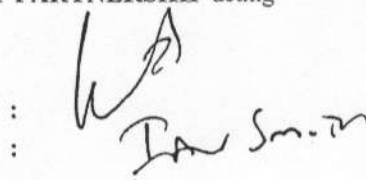
: PAUL CHRISTOPHER GROOM

SIGNED as a deed, and delivered when dated, by  
**CENTRAL TAX & TRUSTEE PLANNING  
LIMITED LIABILITY PARTNERSHIP** acting

by:

Member

Signature

: 

Name

: IAN SMITH

Member

Signature

: 

Name

: JOHN BURKE

SIGNED as a deed, and delivered when dated, by  
**MARK ALAN ROWTHORN** in the presence



of:

Witness Signature

: 

Name

: B. YOUNGMAN

Occupation

: SURVEYOR

Address

: 136 WYCLIFFE ROAD  
NORTHAMPTON  
NN1 5TH

SIGNED as a deed, and delivered when dated, by  
JANIE GALE ROWTHORN in the presence of:

*J. Rowthorn*

Witness Signature : *J I Hill*  
Name : JEAN IRENE HILL  
Occupation : ADMINISTRATOR  
Address : 2 WOODSIDE AVENUE  
NORTHAMPTON  
NN3 6JJ

SIGNED as a deed, and delivered when dated, by  
PAUL CHRISTOPHER GROOM in the

*Paul Groom*

presence of:  
Witness Signature : *B. Toonman*  
Name : B. TOONGMAN  
Occupation : SURVEYOR.  
Address : 136 WYCLIFFE ROAD  
NORTHAMPTON  
NN1 5JH