

**GENERAL OPERATING BYLAW
A BYLAW RELATING GENERALLY TO THE CONDUCT OF THE AFFAIRS OF
PROJECT LIFE SPARK INC.**

WHEREAS Project Life Spark Inc. is a corporation without share capital constituted under the *Canada Not-for-profit Corporations Act* and the Directors and Members of Project Life Spark Inc. wish to enact a general operating bylaw;

BE IT ENACTED as a bylaw of the Corporation as follows on the 30th of January, 2025:

**ARTICLE 1
INTERPRETATION**

1.1 Definitions

In this Bylaw and all other Bylaws and resolutions of the Corporation, unless otherwise defined therein:

- (a) **“Act”** means the *Canada Not-for-profit Corporations Act*, including any regulations made pursuant to the Act and any statute or regulations that may be substituted for the Act, as amended from time to time;
- (b) **“Annual Business”** includes:
 - (i) consideration of the financial statements;
 - (ii) consideration of the audit or review engagement report, if any;
 - (iii) election of Directors; and
 - (iv) appointment of the Auditor;
- (c) **“Annual Meeting”** means an annual Meeting of Members, as provided in Section 4.1;
- (d) **“Articles”** means any document that incorporates the Corporation or modifies its incorporating document, namely the original or restated articles of incorporation or letters patent, and any articles of amendment, amalgamation, arrangement, continuance, dissolution, reorganization, revival, or their equivalents;
- (e) **“Auditor”** means the auditor, public accountant, or person appointed to conduct an audit or review engagement, as the case may be, in accordance with Act, who is appointed pursuant to Section 10.7 of this Bylaw;
- (f) **“Board”** means the Directors of the Corporation from time to time;
- (g) **“Bylaws”** means this Bylaw and any other Bylaws of the Corporation that may be in force;
- (h) **“Corporation”** means Project Life Spark Inc.;
- (i) **“Director”** means a director of the Corporation, as defined in the Act;
- (j) **“Entity”** means a corporation, cooperative, partnership, trust, or association;
- (k) **“Ineligible Individual”** means an ineligible individual as defined in Section 149.1 of the *Income Tax Act* (Canada), R.S.C., 1985, c. 1 (5th Supp.);
- (l) **“Member”** means a Member of the Corporation admitted in accordance with Section 2.5;

- (m) **“Meeting of Members”** means an Annual Meeting or a Special Meeting;
- (n) **“Officer”** means an officer of the Corporation as defined in the Act and Section 6.1 of this Bylaw;
- (o) **“Ordinary Resolution”** means a resolution passed by majority (50%+1) of the votes cast on that resolution;
- (p) **“Person”** means an individual or an Entity;
- (q) **“Proposal”** means a member proposal submitted by a Member pursuant to the Act;
- (r) **“Protected Person”** means an individual who is or was a Director, Officer, or agent of the Corporation, including their respective heirs, successors, and assigns;
- (s) **“Special Business”** includes all business transacted at a Meeting of Members other than Annual Business;
- (t) **“Special Meeting”** includes any Meeting of Members that is not an Annual Meeting;
- (u) **“Special Resolution”** means a resolution pertaining to Special Business duly submitted to a Meeting of Members and passed by at least two-thirds of the votes cast;
- (v) **“Written Resolution”** means a resolution in writing signed by all persons entitled to vote on that resolution at a meeting, which is valid as if it had been passed at a meeting.

1.2 Interpretation

Unless the context requires otherwise, this Bylaw shall be interpreted as follows:

- (a) terms defined in the Act shall have the meanings given in the Act;
- (b) the singular will include the plural and vice versa; and
- (c) words in one gender include all genders.

ARTICLE 2 MEMBERSHIP

2.1 Classes and Eligibility

Subject to the Articles, there shall be one (1) class of Members. Membership shall be available to persons interested in furthering the Corporation's purposes and who have been duly admitted as Members of the Corporation by Ordinary Resolution of the Members. Notwithstanding the foregoing, in the event that there are no Members in the Corporation, the Directors shall automatically become Members and remain as such until their membership is terminated in accordance with section 2.8.

2.2 Rights

Subject to the Articles, each Member who is in good standing pursuant to Section **Error! Reference source not found.** shall be entitled to receive notice of, to attend, and to vote at all meetings of the Members of the Corporation.

2.3 Corporate Membership

No Entity may be a Member of the Corporation.

2.4 Transfer of Membership

Membership is not transferable.

2.5 Admission of Members

The Members shall consider applications for membership in the Corporation. At its sole discretion, the Members may admit eligible applicants as Members of the Corporation. The Members may determine the form of application and process of admission.

2.6 Term

The term of membership shall be indefinite and shall continue until terminated in accordance with section 2.8.

2.7 Membership Dues

The Corporation shall not levy membership dues.

2.8 Termination of Membership

Membership in the Corporation terminates, without further formality, upon any of the following:

- (a) the written resignation of the Member delivered to the Corporation;
- (b) the death of the Member;
- (c) the liquidation or dissolution of the Corporation under the Act.

2.9 No Compensation for Termination

A Member shall not be entitled to any compensation upon the termination of membership.

ARTICLE 3 BOARD OF DIRECTORS

3.1 Board of Directors

Subject to the Act and the Articles, the Board shall manage or supervise the management of the activities and affairs of the Corporation. The Board shall consist of the minimum and maximum number of Directors specified in the Articles. The precise number of Directors on the Board shall be determined from time to time by the Members by Ordinary Resolution, or in such manner as may be otherwise permitted by the Act.

Where the Corporation is a "soliciting corporation" under the Act, at least two (2) of the Directors shall be neither Officers nor employees of the Corporation or its "affiliates" (as defined in the Act).

3.2 Qualifications

Subject to the Act, no person may serve as a Director unless they:

- (a) are an individual at least 18 years of age;
- (b) are not an Ineligible Individual;
- (c) are not an employee of the Corporation;
- (d) do not status of bankrupt; and

- (e) have not been found incapable of managing property under any legislation nor declared incapable by any court.

Subject to the Act, if a Director ceases to meet the foregoing criteria at any time, they shall immediately cease to be a Director of the Corporation and shall disclose the same to the Board.

3.3 Election of Directors

Subject to the provisions of the Act, Articles, and Bylaws, the Members shall elect the Directors. At each Annual Meeting, the Members shall elect a Director for each Director whose term is expiring and a Director for each outstanding vacancy.

3.4 Consent

Subject to the Act, an individual appointed or elected to be a Director of the Corporation shall, within ten (10) days of their appointment or election, provide their consent to act as a Director in writing to the Corporation.

3.5 Term of Office

A Director's term shall be up to 4 years, expiring at the close of the Annual Meeting 4 years after the Director's election. If no successor is elected, the Director's term continues and expires when a successor is elected.

3.6 Initial Election and Terms of Office

Notwithstanding Section 3.5, at the first Meeting of Members called to elect Directors after the enactment of this Bylaw, the Members may elect certain Directors to shortened terms of such a length and in such number as they approve by Ordinary Resolution for the sole purpose of establishing staggered terms of office.

3.7 Re-Election

A Director may be re-elected to consecutive full terms without limit.

3.8 Nominations

Nominations may be made for the position of Director subject to the following terms:

- (a) nominations may be made by Members and by the Board;
- (b) the Board may adopt a nominations policy from time to time;
- (c) nominations shall be made in the form and timeline prescribed by the Board, provided that Members are afforded a minimum of seven (7) days to make such nominations;
- (d) the Board may vet nominees to confirm their eligibility in accordance with this Bylaw;
- (e) if the Board does not prescribe a form or timeline for nominations, Members may nominate candidates for the position of director on the floor of the Meeting of Members; and
- (f) the Board may by Ordinary Resolution delegate its rights and responsibilities under this Section 3.8 to a duly constituted nomination committee.

3.9 Removal of Directors

The Members may remove a Director by Ordinary Resolution at a Special Meeting called for that purpose. The Members may elect a Director to fill the vacancy for the remainder of the term, failing which the vacancy may be filled in accordance with Section 3.11.

3.10 Termination

A Director ceases to be a director of the Corporation upon:

- (a) the expiration of the Director's term pursuant to Section 3.5;
- (b) the resignation of the Director via a written statement delivered to the Board;
- (c) the Director becoming disqualified pursuant to Section 3.2; or
- (d) the removal of the Director pursuant to Section 3.9.

3.11 Vacancies

Subject to the Act, a vacancy on the Board may be filled for the remainder of the unexpired term by Ordinary Resolution of the Board if a quorum of Directors remains. The vacancy shall be filled by Ordinary Resolution of the Members if:

- (a) a quorum of Directors does not remain;
- (b) the vacancy results from a change to the number or range of directors set out in the Articles; or
- (c) the vacancy results from a failure to elect the minimum number of Directors set out in the Articles.

ARTICLE 4 MEETINGS OF MEMBERS

4.1 Annual Meeting

An Annual Meeting shall be held no more than 15 months following the last Annual Meeting, provided an Annual Meeting shall always be held within six months of the Corporation's financial year end.

4.2 Special Meeting

The Board may at any time call a Special Meeting for the transaction of any business specified in the notice calling the meeting. Subject to the Act, the Board shall call a Special Meeting within 21 days of receipt of a requisition duly signed or otherwise endorsed by 5% of the Members eligible to vote on the issue for which the Special Meeting is to be called. A Special Meeting may be held separately from or together with an Annual Meeting.

4.3 Time and Place of Meeting

The date, time, and location of an Annual Meeting shall be determined by the Board. Subject to the Articles or a unanimous vote of all Members entitled to vote at the meeting, an Annual Meeting shall be held in Canada.

4.4 Notice of Meeting

Notice of the date, time, and location for the holding of a Meeting of Members shall be given in the manner prescribed in Section 9.1 and in the Act to each Member entitled to receive such notice, to each Director, and to the Auditor not less than 21 days and not more than 35 days before the date that the meeting is to be held.

4.5 Matter

An Annual Meeting shall be for the purpose of conducting Annual Business and Special Business, if any. A Special Meeting shall be for the purpose of conducting such business as specified in the notice calling the

meeting. Each Member shall be entitled to submit business for a Meeting of Members in the form of a Proposal.

4.6 Virtual Meetings

Meetings of Members may be held by means of virtual conferencing technology in a hybrid format or a fully remote format, provided that the technology used permits all participants to communicate with each other adequately, and that the technology provides privacy and security that satisfies the Board. Members who participate in a meeting via virtual conferencing technology are deemed to be present at the meeting.

4.7 Attendees

The only persons entitled to be present at a Meeting of Members shall be:

- (a) the Members entitled to vote at the meeting;
- (b) the Directors;
- (c) the Auditor;
- (d) such other persons who are entitled or required by the Act, the Articles, or Bylaws; and
- (e) any other person admitted at the invitation of the chair of the meeting or by Ordinary Resolution of the Members.

4.8 Quorum

No business shall be transacted unless a quorum is present at the beginning of a Meeting of Members. A quorum for the transaction of business at Meetings of Members shall be the majority (50% +1) of Members eligible to vote at the meeting. If a quorum of Members is not present within 30 minutes of the scheduled time of a Meeting of Members, the Members present may adjourn the meeting to a fixed time and place.

4.9 Chair of the Meeting

The Chair shall preside over meetings of Members. In the absence or inability of the Chair, the Vice Chair, if any, shall preside. In the absence or inability of both the Chair and Vice Chair, the Members shall elect another Director to preside. If no Director is present or if the Directors present decline to preside over the meeting, the Members shall elect a Member to do so.

4.10 Voting

Unless the Act, Articles, or Bylaws provide otherwise:

- (a) all questions shall be determined by a majority (50%+1) of the votes cast;
- (b) votes shall generally be taken by show of hands unless the Act or the chair of the Meeting of Members requires a different format. In the case of a tie, the motion fails;
- (c) following any vote, the chair of the meeting shall declare whether the resolution has been carried or lost and shall cause the same to be recorded in the minutes of the Corporation; and
- (d) any Member present and entitled to vote on a question may require a vote by secret ballot. The ballot shall be taken in the manner directed by the chair of the meeting.

4.11 Absentee Voting

A Member who is not present in-person or virtually shall not be eligible to vote.

4.12 Written Resolution

A Written Resolution signed by all Members entitled to vote on that resolution is valid in lieu of a Meeting of Members, provided that it does not deal with the resignation, removal, or replacement of a Director or the Auditor, where the Director or Auditor has given reasons for resigning or has opposed their own removal or replacement.

ARTICLE 5 MEETINGS OF DIRECTORS

5.1 Calling of Meetings

Meetings of the Board may be called by the Chair or any two (2) Directors and shall be held at the place specified in the notice.

5.2 Notice of Meeting

Notice of the time and place for the holding of a meeting of the Board shall be given in the manner prescribed in Section 9.1 to each Director not less than 48 hours before the date that the meeting is to be held,

(a) provided that:

- (i) the Board may fix the place and time of regular Board meetings and send a copy of the resolution fixing the place and time of such meetings to each Director, and no other notice shall be required for any such meetings, except as required by the Act; and
- (ii) notice shall not be necessary if all the Directors are present, and none objects to the holding of the meeting, or if those absent have waived notice or have otherwise signified their consent to the holding of such meeting; and

(b) further provided that notwithstanding 5.2(a)(i) and 5.2(a)(ii), notice that specifies the nature of the business to be conducted at the meeting is required when a Board meeting is called for any one or more of the following reasons:

- (i) to submit a question to the Members;
- (ii) to fill a vacancy among the Directors or the Auditor;
- (iii) to appoint additional Directors;
- (iv) to issue debt obligations;
- (v) to approve financial statements;
- (vi) to enact, amend, or repeal any Bylaw; or
- (vii) to establish membership dues.

5.3 Virtual Meetings

Meetings of the Board may be held by means of virtual conferencing technology in a hybrid format or a fully remote format, provided that the technology used permits all participants to communicate with each other adequately, and that the technology provides privacy and security that satisfies the Board. Directors who participate in a meeting via virtual conferencing technology are deemed to be present at the meeting.

5.4 Quorum

A quorum for the transaction of business at meetings of the Board shall be at least a majority of the Directors.

5.5 Chair of Meetings

The Chair shall preside over meetings of the Board. In the absence or inability of the Chair, the Vice Chair shall preside. In the absence or inability of both the Chair and Vice-Chair, the Directors shall elect another Director to preside.

5.6 Voting

Unless the Act, Articles, or Bylaws provide otherwise, all questions shall be determined by a majority (50%+1) of the votes cast. Votes shall generally be taken by show of hands unless the Act or the chair of the meeting of the Board requires a different format. For certainty, in the event of a tie, the chair of the meeting shall not be entitled to a second tie-breaking vote and the motion fails.

5.7 Written Resolution

A Written Resolution signed by all the Directors entitled to vote on that resolution is valid in lieu of a meeting of the Board.

ARTICLE 6 OFFICERS

6.1 Officers

The Board shall appoint a Chair from among its number. The Board may appoint other Officers as it deems necessary, and who shall have such authority and shall perform such duties as the Board may prescribe from time to time. There shall normally be the following offices:

- (a) *Chair*. The Chair shall be responsible for presiding over meetings of the Board and Meetings of Members. The Chair shall normally set the agenda for meetings of the Board. The Chair shall normally supervise the Chief Executive Officer. The Chair shall be an ex officio member of all committees of the Board. The Chair shall be a Director.
- (b) *Vice Chair*. The Vice Chair shall assist the Chair in the execution of their duties. In the absence or incapacity of the Chair, the Vice Chair shall be the acting Chair. The Vice Chair shall be a Director.
- (c) *Secretary*. The Secretary shall be responsible for keeping the Corporation's corporate records. The Secretary need not be a Director.
- (d) *Treasurer*. The Treasurer shall be responsible for overseeing the financial management and reporting of the Corporation. The Treasurer need not be a Director.
- (e) *Chief Executive Officer*. Subject to the direction of the Board and to the supervision of the Chair, the Chief Executive Officer shall manage the operations of the Corporation. The Chief Executive Officer shall normally be entitled to receive notice, attend, and speak at meetings of the Board and its committees. The Board may assign an alternative job title to the Chief Executive Officer.

6.2 Duties

Officers shall be responsible for the duties assigned to them by the Board from time to time, including any such duties as may be enumerated in a policy, agreement, or other resolution of the Board enacted to this effect.

6.3 Appointment and Term

Officers shall be appointed by the Board indefinitely or for a specified term. Officers shall serve at the pleasure of the Board.

6.4 Delegation of Duties

With the consent of the Board, an Officer may delegate the duties of their office to another person, provided that the Officer remains responsible for such duties.

6.5 Multiple Offices

An Officer may hold multiple offices.

6.6 Removal from Office

An Officer may be removed by Ordinary Resolution of the Board at a meeting for which notice of the intent to remove the Officer was given according to Section 5.2.

6.7 Remuneration of Officers

The Board may fix the remuneration of Officers who are not Directors to the extent permitted by law. An Officer who is a Director shall not be entitled to remuneration for acting as an Officer, but shall be entitled to reimbursement for reasonable expenses incurred in carrying out their duties as an Officer.

ARTICLE 7 POLICIES AND COMMITTEES

7.1 Policies and Regulations

The Board may enact policies, procedures, regulations, or other internal instruments or rules about any matter within its purview.

7.2 Establishment of Committees

The Board may, by Ordinary Resolution, establish any committee it determines necessary or desirable for the execution of the Board's responsibilities. The Board shall determine the composition and terms of reference for any such committee.

7.3 Administration of Committees

Subject to the Bylaws of the Corporation, all Committees shall:

- (a) include at least one committee member who is a Director; and
- (b) report to the Board, or to an Officer to whom the Board has delegated oversight of the committee, in a manner and at a frequency established by the Board.

7.4 Dissolution of Committees

The Board may dissolve a committee by Ordinary Resolution.

ARTICLE 8
CERTAIN RIGHTS AND OBLIGATIONS OF DIRECTORS, OFFICERS, AND LIKE OFFICIALS

8.1 Conflicts of Interest

Subject to the Act and any written policy of the Corporation, a Director or Officer who has an interest in any resolution, transaction, or other activity of the Corporation, whether real or proposed, direct or indirect, must fully and promptly disclose the nature and extent of the conflict to the Board and cause the same to be recorded in the minutes of the Corporation. Directors and Officers who make such disclosure shall comply with all obligations related to conflicts of interest and may not debate or vote on a resolution related the disclosed conflict of interest.

8.2 Insurance

The Corporation may purchase and maintain liability insurance policies for the benefit of the Corporation and each Protected Person. No coverage shall be provided to Protected Persons for any liability resulting from a failure to act honestly, in good faith, and in the best interests of the Corporation.

8.3 Exclusion of Liability for Good Faith Acts

Provided that a Protected Person has acted honestly, in good faith, and in the best interest of the Corporation in the performance of their duties, such Protected Person shall not be personally liable for any loss, damage, or expense to the Corporation, including any such loss, damage, or expense arising from:

- (a) insufficiency or deficiency of title to any property acquired by or for the Corporation;
- (b) insufficiency or deficiency of any security interest belonging to the Corporation;
- (c) loss or damage arising from the bankruptcy or insolvency of any person, including one with whom the Corporation has deposited monies or assets;
- (d) loss or damage arising from any dealings with monies or assets of the Corporation;
- (e) loss or damage arising from the execution of the duties of the Protected Person's office; and
- (f) loss or damage arising from any willful act or omission.

8.4 Indemnification of Directors, Officers, and Others

A Protected Person shall be indemnified, held harmless, and have the right to first dollar payout for all costs, charges, and expenses incurred in relation to any claim or proceeding against them relating to the exercise of their office or otherwise in connection with the affairs of the Corporation. Such indemnity applies only:

- (a) after the exhaustion of the insurance provided to the Protected Person by the Corporation; and
- (b) provided that the Protected Person has carried out their duties which are subject of the claim honestly, in good faith, in the best interests of the Corporation, and in accordance with the relevant insurance policies.

8.5 Discontinuing Insurance

Where the Corporation maintains an insurance policy for any Protected Person, such policy may only be altered or cancelled by ordinary resolution of the Members and subsequent written notice of at least 14 days to the Directors and Officers.

ARTICLE 9 NOTICE

9.1 Form of Notice

Any notice required to be sent to any Member, Director, Officer, Auditor, or other person entitled to notice shall be delivered in accordance with the Act, and shall normally be provided by email to the latest known email address as shown in the records of the Corporation. In the alternative, and at the sole discretion of the Board, such notice may be provided by other means such as by telephone, letter mail, or personal delivery to the last known contact information as shown in the records of the Corporation. Notwithstanding, a Member who wishes to receive notice by non-electronic means may by written request require notice by telephone or letter mail.

9.2 Notice Deemed Given

Notice shall be deemed to be given at the time that the Corporation causes an email to be sent, a call to be made, a letter to be expedited, or another communication to otherwise be issued to the recipient at their last known contact as shown in the records of the Corporation.

9.3 Waiver of Notice

Notice may be waived or the time for the notice may be waived or abridged at any time with the consent in writing of the person entitled to such notice. Notice is not necessary if all those entitled to notice are present or if those absent have signified their consent to the meeting being held without notice and in their absence.

9.4 Time

With respect to calculating a notice period, the notice period begins on the day after notice is issued and ends at 11:59 PM of the day on which the notice period expires. The time zone used to calculate dates and times shall be that of the Registered Office of the Corporation.

ARTICLE 10 CONDUCT OF BUSINESS

10.1 Banking Authority

Subject to a policy of the Board, the Board shall appoint any two Officers, any two Directors, or any one Officer with any one Director to carry out the banking business of the Corporation.

10.2 Signing Authority

Subject to a policy of the Board, documents requiring execution or authentication by the Corporation may be signed or authenticated by any two Officers, any two Directors, or any one Officer with any one Director. Notwithstanding, the Board may appoint any person on behalf of the Corporation to sign a specific document.

10.3 Corporate Seal

The seal of the Corporation, if any, shall be in the form determined by the Board and shall be kept by a person and in a place determined by the Board. The seal may be affixed to executed or authenticated documents as necessary.

10.4 Borrowing Powers

(a) Subject to the Articles, the Directors may, without authorization of the Members:

- (i) borrow money on the credit of the Corporation;
- (ii) issue, reissue, sell, pledge or hypothecate debt obligations of the Corporation;
- (iii) give a guarantee on behalf of the Corporation to secure performance of an obligation of any person; and
- (iv) mortgage, hypothecate, pledge, or otherwise create a security interest in all or any property of the Corporation, owned or subsequently acquired, to secure any obligation of the Corporation.

(b) The Directors may delegate such borrowing authority to a Director, an Officer, or a committee.

10.5 Financial Year End

The financial year end of the Corporation shall be April 30 in each year.

10.6 Financial Statements

The Corporation may, instead of circulating copies of the annual financial statements and other documents required to be sent to the Members, give notice to its members stating that such documents are available to the Members on request and free of charge at the registered office, by mail, or in digital format.

10.7 Auditor

Subject to the Act:

- (a) At each Annual Meeting the Members shall:
 - (i) appoint an Auditor to hold office until the close of the next Annual Meeting; or
 - (ii) dispense with the requirement to appoint an Auditor by unanimous resolution.
- (b) If an Auditor is not appointed, the incumbent shall continue to hold office until a successor is appointed.
- (c) An Auditor may be removed by Ordinary Resolution of the Members at a Special Meeting called for that purpose and at which the Auditor may oppose and give reasons for their opposition of their removal.
- (d) A vacancy in the office of Auditor may be filled by Ordinary Resolution of the Board.

10.8 Corporate Records

The Corporation shall prepare minutes of proceedings and keep its books and records in accordance with the Act. Such records shall be kept at the Corporation's registered office, or an alternative location as determined at the sole discretion of the Board from time to time. Such alternative location may be in a digital format. Notwithstanding the location of the Corporation's books and records, a Member may inspect the books and records of the Corporation upon reasonable request and reasonable notice, in accordance with the Act.

10.9 Omissions and Errors

A resolution passed by the Directors or Members shall not be rendered invalid by:

- (a) an error in notice that does not affect its substance; or
- (b) the accidental failure to give due notice or non-receipt of notice by any individual entitled to notice.

**ARTICLE 11
ENACTMENT, AMENDMENT, AND REPEAL**

11.1 Changes to Governing Documents

Subject to the Act, the Members may by Special Resolution enact, amend, or repeal any Bylaw regulating the affairs of the Corporation.

[signature page separate]

THE UNDERSIGNED certify that the above is a true and correct copy of the by-laws enacted by the directors of the Corporation at a duly called **board meeting** on the 30th day of January, 2025, and confirmed by the members of Corporation at a duly called **meeting of the members** held on the 30th day of January, 2025, and that the by-law is in full force and effect, unamended as of this 30th day of January, 2025.

IN WITNESS WHEREOF the following directors of the Corporation affix their signatures below:

Signed by:

E76CBB085EFC34EA...
Name: Jeremy Hudec
Office: Director

Signed by:

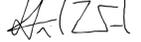
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Name: James Parker
Office: Director

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Name: Gordon Hurley
Office: Director

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Name: Rakesh Jetly
Office: Director

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Name: David Wood
Office: Director