

Mr Crawford Gillies



Inveralmond House
200 Dunkeld Road
Perth
PH1 3AQ

18 July 2019

Dear *Crawford*.

Amendment to Original Letter of Appointment

The following text, being the last sentence of Section 2. Time Commitment, forms an amendment to your original Letter of Appointment dated 26 June 2015.

2. Time Commitment

The agreement of the Board should be sought before accepting additional commitments that might affect the time you are able to devote to your role as a non-Executive Director of the Company.

Would you please return one copy of this letter duly signed as acknowledgement and acceptance of this amendment.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Sally'.

Sally Fairbairn
Company Secretary

I have received the letter which this is a duplicate and confirm acceptance of the amendment set out herein.

Signature

A handwritten signature in blue ink, appearing to read 'M. J. H.'.

Date

17/7/19