

29 September 2015

Personal and Confidential

Barbara Thoralfsson
Ullevålsvein 67B
0454, Oslo
Norway

Dear Barbara,

Amendment to your Letter of Appointment with the Company dated 7 January 2015 (your "Letter of Appointment")

I refer to your letter of appointment dated 7 January 2015.

As approved by the Board of Directors on 14 September 2015, with effect from 1 October 2015 the annual fees payable to you under your Letter of Appointment will be increased from £65,000 to £75,000.

For the avoidance of doubt, there are no other changes to your Letter of Appointment.

Yours sincerely,



Clare Underwood
Company Secretary