

ACQUISITION BY MENZIES AVIATION PLC AND MENZIES AVIATION INC OF ASIG HOLDINGS LIMITED AND ASIG HOLDINGS CORP.

Undertakings given by Menzies Aviation Plc and Menzies Aviation Inc to the Competition and Markets Authority pursuant to section 73 of the Enterprise Act 2002

Whereas:

- (a) Menzies Aviation Plc and Menzies Aviation Inc (together "**Menzies Aviation**") completed the acquisition of BBA Aviation's global aviation fuelling and ground handling services businesses comprised of the entire share capital of ASIG Holdings Limited and ASIG Holdings Corp. ("**ASIG**") on 31 January 2017 by way of stock purchase agreement (the **Transaction**) such that Menzies Aviation and ASIG would cease to be distinct for the purposes of the Enterprise Act 2002 (the **Act**);
- (b) Under section 22(1) of the Act the Competition and Markets Authority (**CMA**) has a duty to refer a relevant merger situation for a Phase 2 investigation where it believes that it is or may be the case that the creation of that merger situation has resulted or may be expected to result in a substantial lessening of competition within any market or markets in the UK for goods or services;
- (c) Under section 73 of the Act the CMA may, instead of making such a reference and for the purpose of remedying, mitigating or preventing the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it or may be expected to result from it, accept undertakings to take such action as it considers appropriate, from such of the parties concerned as it considers appropriate. In particular, the CMA shall have regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
- (d) As set out in the CMA's decision of 15 December 2016 (the **Decision**), the CMA believes that, in the absence of appropriate undertakings, it would be under a duty to refer the Transaction for a Phase 2 investigation;
- (e) The CMA considers that the undertakings given below by Menzies Aviation are appropriate to remedy, mitigate or prevent the substantial lessening of competition, or any adverse effect which has or may have resulted from the Transaction, or may be expected to result from it, as specified in the Decision;

- (f) Prior to the acceptance of these undertakings by the CMA, Menzies Aviation entered into a legally binding agreement of 18 April 2017 to divest the Divestment Business as a going concern to a Proposed Purchaser on terms approved by the CMA. This agreement was conditional only on formal CMA approval of the Proposed Purchaser and acceptance by the CMA of these undertakings. This agreement includes a warranty that the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as part of a viable and active business in competition with Menzies Aviation and other competitors in the supply of ground handling services at Aberdeen Airport; and
- (g) The CMA made an Initial Enforcement Order applying to Menzies Aviation on 1 February 2017 in respect of the Transaction pursuant to section 72 of the Act for the purposes of preventing pre-emptive action. Pursuant to section 72(6)(B) of the Act, this Initial Enforcement Order ceases to be in force on the acceptance by the CMA of the undertakings given below by Menzies Aviation.

NOW THEREFORE Menzies Aviation hereby gives to the CMA the following undertakings for the purpose of remedying, mitigating or preventing the substantial lessening of competition, or any adverse effect which has or may have resulted from it or may be expected to result from it.

1 EFFECTIVE DATE OF THE UNDERTAKINGS

- 1.1 These undertakings shall take effect from the date that, having been signed by Menzies Aviation, they are accepted by the CMA.

2 DIVESTMENT OF THE DIVESTMENT BUSINESS

- 2.1 Menzies Aviation shall ensure that the completion of the divestment of the Divestment Business to the Proposed Purchaser contemplated by the agreement referred to in recital (f) of these undertakings takes place within a period not exceeding [✂] from the date these undertakings take effect.
- 2.2 Menzies Aviation shall use all reasonable endeavours to ensure the transfer of Key Staff with the divestment of the Divestment Business.
- 2.3 In the event that Menzies Aviation fails to complete the divestment of the Divestment Business in accordance with paragraphs 2.1 and 2.2 above, the CMA may, whether or not initiating the Trustee Functions as set out in paragraph 4 below, require Menzies Aviation to divest the Divestment Business as a going concern at no minimum price to a purchaser or purchasers approved by the CMA.

3 APPROVAL OF PURCHASER AND TERMS OF DIVESTMENT

- 3.1 For the purposes of the CMA approving a Proposed Purchaser of the Divestment Business in accordance with these undertakings, Menzies Aviation shall, save as required or permitted by the CMA, satisfy the CMA that:
- (a) the acquisition by the Proposed Purchaser of the Divestment Business, on the terms set out above, remedies, mitigates or prevents the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it, or may be expected to result from it, in particular having regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
 - (b) the Proposed Purchaser is independent of and unconnected to Menzies Aviation and the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs and any Associated Person or Affiliate of Menzies Aviation or such Group of Interconnected Bodies Corporate;
 - (c) the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as a viable and active business in competition with Menzies Aviation and other competitors in the provision of ground handling services at Aberdeen Airport from the date of completion of the divestment of the Divestment Business;
 - (d) the Proposed Purchaser is reasonably to be expected to obtain all necessary approvals, licences and consents from any regulatory or other authority, including (where applicable) landlord's consent to the transfer of any leasehold interest; and
 - (e) the acquisition by the Proposed Purchaser of the Divestment Business does not create a realistic prospect of a substantial lessening of competition within any market or markets in the UK.
- 3.2 The CMA may require Menzies Aviation to provide it with such information and documentation as it may reasonably require to satisfy the CMA that the Proposed Purchaser will fulfil the requirements in paragraph 3.1 above.

4 APPOINTMENT OF A TRUSTEE

- 4.1 The provisions of paragraph 4.2 to paragraph 4.7 below shall apply only as long as Menzies Aviation has not satisfied, or where the CMA has reasonable grounds for believing that Menzies Aviation will not satisfy, all or any part of the obligation to divest the Divestment Business in accordance with paragraph 2 above.
- 4.2 Within 5 Working Days of the CMA notifying Menzies Aviation in writing that it must do so, Menzies Aviation shall propose to the CMA for approval:
- (a) the names of at least two individuals to exercise the Trustee Functions; and
 - (b) the full terms of a mandate in accordance with which the Trustee shall carry out the Trustee Functions.
- 4.3 Menzies Aviation and/or any individuals nominated pursuant to paragraph 4.2 shall satisfy the CMA that, save as required or permitted by the CMA:
- (a) such nominated individuals have the necessary qualifications to carry out their mandates, and are employees or partners of an investment bank, retail bank, commercial property agent, building society or law firm or accountancy firm with an established reputation either nationwide or in a substantial part of the UK or in another EU member state;
 - (b) such nominated individuals are each independent of Menzies Aviation and of the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs and of any Associated Person or Affiliate of Menzies Aviation or of such Group of Interconnected Bodies Corporate and of any Proposed Purchaser of the Divestment Business to be sold pursuant to these undertakings, and, in the reasonable opinion of Menzies Aviation, are appropriate to be appointed as Trustee; and
 - (c) such nominated individuals neither are, nor are likely to become, exposed, either directly or indirectly, to a conflict of interest that impairs or may be likely to impair their objectivity or independence in discharging the Trustee Functions.
- 4.4 Within 2 Working Days of the CMA approving, at its discretion, one or more of the persons nominated by Menzies Aviation and their proposed mandates pursuant to paragraph 4.2 above, and subject to any modifications the CMA deems necessary for the Trustee to carry out the Trustee Functions, Menzies Aviation shall use its best endeavours to appoint from the persons

so approved one person to carry out the Trustee Functions in accordance with the mandate approved by the CMA pursuant to paragraph 4.2 above.

4.5 In the event that:

- (a) Menzies Aviation fails to propose any person or persons in accordance with paragraph 4.2 above; or
- (b) none of the persons proposed by Menzies Aviation pursuant to paragraph 4.2 is approved by the CMA; or
- (c) Menzies Aviation is unable for any reason to appoint within the time limit stipulated in paragraph 4.4 above any such person following approval by the CMA,

Menzies Aviation shall use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions on the terms of a mandate approved by the CMA. Menzies Aviation shall use its best endeavours to make such appointment within 5 Working Days of receiving the nominations from the CMA.

4.6 The appointment of the Trustee pursuant to paragraph 4.4 or paragraph 4.5 above shall be irrevocable unless:

- (a) a conflict of interest that impairs or may be likely to impair the objectivity or independence of the Trustee in discharging the Trustee Functions arises;
- (b) the Trustee ceases to perform the Trustee Functions; or
- (c) the CMA is otherwise satisfied that there is good cause for the appointment to be terminated in advance of the satisfactory fulfilment of the Trustee Functions.

4.7 In the event that the appointment of the Trustee is terminated in accordance with paragraph 4.6 above, Menzies Aviation shall, if requested to do so in writing by the CMA, use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions in accordance with such mandate as is approved by the CMA. Menzies Aviation shall use its best endeavours to make such appointment within seven Working Days of receiving the nominations from the CMA. Where required by the CMA, the outgoing Trustee shall continue as Trustee until a new Trustee is in place and a full handover of all relevant information has taken place.

5 THE MANDATE

- 5.1 The terms of the mandate proposed by Menzies Aviation pursuant to paragraph 4.2 above shall, as a minimum, contain all provisions necessary to enable the Trustee to carry out the Trustee Functions including, without limitation to the generality of this paragraph:
- (a) an exclusive, irrevocable mandate to sell the Divestment Business as required by paragraph 6.1 below to a purchaser as directed or approved in writing in advance by the CMA at no minimum price and on such reasonable terms and conditions as the Trustee considers appropriate to effect an expedient sale;
 - (b) a mandate to take any other steps necessary for, or incidental to, the Trustee's mandate under sub-paragraph (a) above;
 - (c) a comprehensive power of attorney to the Trustee (including the authority to grant sub-powers of attorney to the Trustee's officers, employees and agents) to enable it to take all steps necessary or appropriate to effect the sale of the Divestment Business;
 - (d) a mandate to comply with any orders and/or directions given by the CMA; and
 - (e) a mandate to appoint at Menzies Aviation's expense such advisers as the CMA and/or the Trustee reasonably considers necessary or appropriate in connection with the performance of the Trustee Functions.

6 FUNCTIONS OF TRUSTEE

- 6.1 The Trustee shall seek to procure, within such period as may be specified in writing by the CMA, the completion of the sale of the Divestment Business at no minimum price, to a purchaser or purchasers approved by the CMA in accordance with paragraph 6.3 below.
- 6.2 Without prejudice to the generality of paragraph 6.1 above, the Trustee shall take the following measures in relation to the Divestment Business to the extent to which such measures may be necessary to effect the divestment of the Divestment Business in accordance with the provisions of these undertakings:
- (a) the transfer or vesting of property, assets, rights, personnel, liabilities or obligations (including without prejudice any contracts, licences, authorisations, permits or consents);

- (b) any other transfer of interests that will take effect with the sale;
 - (c) the adjustment of contracts, whether by discharge or reduction or assignment of any liability or obligation or otherwise;
 - (d) the creation, allotment, transfer, surrender or cancellation of any shares, stock or securities; and
 - (e) the formation or winding up of a company.
- 6.3 The Trustee shall not sell or permit the divestment of the Divestment Business to a Proposed Purchaser unless it has been directed to do so by the CMA or has obtained the CMA's prior written approval in respect of the identity of that Proposed Purchaser. The Trustee shall notify the CMA of the identity of a Proposed Purchaser as soon as reasonably practicable prior to the signing of a legally enforceable agreement and in any event at least 20 Working Days in advance of the proposed completion of the proposed sale and purchase agreement in question.
- 6.4 Pending the divestment of the Divestment Business pursuant to paragraph 6.1 above, the Trustee shall monitor Menzies Aviation's compliance with its obligations under paragraph 7.1 and paragraph 7.2 below and shall promptly take such measures as it considers necessary to ensure such compliance, as well as reporting in writing to the CMA, if the Trustee concludes on reasonable grounds that Menzies Aviation is failing or will fail to comply with such obligations.
- 6.5 The Trustee may give written directions to Menzies Aviation to take such steps as may be specified or described in the directions for the purpose of securing Menzies Aviation's compliance with its obligations under these undertakings or enabling the Trustee to carry out the Trustee Functions. The Trustee may not require Menzies Aviation to:
- (a) offer any reverse premium or similar inducement to a purchaser; or
 - (b) accept any actual or contingent liability towards a purchaser or otherwise in connection with the divestment of the Divestment Business which would be unusual in scope, duration or financially, having regard to the price and usual market practice in relation to similar disposals.
- 6.6 The Trustee shall, as soon as reasonably practicable, comply at all times with any reasonable instructions or written directions made by the CMA for the purposes of carrying out or securing compliance with the undertakings (or any matter incidental thereto) and shall provide to the CMA such information and reports in relation to the carrying out of the Trustee

Functions as the CMA may require. The Trustee shall promptly report in writing to the CMA if the Trustee concludes on reasonable grounds that Menzies Aviation is failing or will fail to comply with any of its obligations under these undertakings.

- 6.7 For the purpose of fulfilling the Trustee Functions, the Trustee shall not be bound by instructions of Menzies Aviation nor shall the Trustee Functions be extended or varied in any way by Menzies Aviation save with the prior express written consent of the CMA.

7 OBLIGATIONS OF MENZIES AVIATION FOLLOWING APPOINTMENT OF TRUSTEE

- 7.1 Menzies Aviation shall not give any instruction or request to the Trustee which conflicts with the Trustee Functions.

- 7.2 Menzies Aviation shall take all such steps as are reasonably necessary to enable the Trustee to carry out the Trustee Functions, including but not limited to:

- (a) complying with such written directions as the Trustee may from time to time give pursuant to paragraph 6.6 above; and
- (b) providing the Trustee with all such assistance and information as it may reasonably require in carrying out the Trustee Functions.

8 REMUNERATION OF TRUSTEE

- 8.1 Menzies Aviation shall pay the Trustee a reasonable remuneration for the services it provides in carrying out the Trustee Functions, and shall pay the Trustee in a way that does not impede the independent and effective fulfilment of the Trustee Functions, which shall be set out in the Trustee's mandate referred to in paragraph 5 above.

9 INTERIM ACTION

- 9.1 Pending the completion of the divestment of the Divestment Business to the satisfaction of the CMA in accordance with the provisions of these undertakings, save as otherwise agreed in advance in writing by the CMA, Menzies Aviation shall minimise as far as possible any risk of loss of

competitive potential of the Divestment Business and in particular ensure that:

- (a) the Divestment Business is carried on separately from the Menzies Aviation Aberdeen Business and the Divestment Business's separate sales identity is maintained;
- (b) the Divestment Business and the Menzies Aviation Aberdeen Business are maintained as a going concern and sufficient resources are made available for the development of the Divestment Business and the Menzies Aviation Aberdeen Business, on the basis of their respective pre-Transaction business plans;
- (c) except in the ordinary course of business, no substantive changes are made to the organisational structure of, or the management responsibilities within, the Divestment Business or the Menzies Aviation Aberdeen Business;
- (d) the nature, description, range and quality of ground handling services supplied to Aberdeen Airport by the Divestment Business and the Menzies Aviation Aberdeen Business are maintained and preserved;
- (e) except in the ordinary course of business for the separate operation of the Divestment Business and the Menzies Aviation Aberdeen Business:
 - (i) all of the assets of the Divestment Business and the Menzies Aviation Aberdeen Business at Aberdeen Airport are maintained and preserved, including facilities and goodwill;
 - (ii) none of the assets of the Divestment Business or the Menzies Aviation Aberdeen Business at Aberdeen Airport are disposed of; and
 - (iii) no interest in the assets of the Divestment Business or the Menzies Aberdeen Aviation Business at Aberdeen Airport is created or disposed of;
- (f) there is no integration of the information technology of the Divestment Business or Menzies Aviation Businesses, and the software and hardware platforms of the Divestment Business shall remain essentially unchanged, except for routine changes and maintenance;
- (g) the customer and supplier lists of the Divestment Business and the Menzies Aviation Aberdeen Business shall be operated and updated separately and any negotiations with any existing or potential

customers and suppliers in relation to the Divestment Business will be carried out by the Divestment Business alone and for the avoidance of doubt the Menzies Aviation Aberdeen Business will not negotiate on behalf of the Divestment Business (and vice versa) or enter into any joint agreements with the Divestment Business (and vice versa);

- (h) all existing contracts of the Divestment Business and the Menzies Aviation Aberdeen Business continue to be serviced by the business to which they were awarded;
- (i) no changes are made to Key Staff of the Divestment Business or Menzies Aviation Aberdeen Business at Aberdeen Airport;
- (j) no Key Staff are transferred between the Divestment Business and the Menzies Aviation Aberdeen Business at Aberdeen Airport;
- (k) all reasonable steps are taken to encourage all Key Staff to remain with the Divestment Business and the Menzies Aviation Aberdeen Business at Aberdeen Airport; and
- (l) no Confidential Information relating to either of the Divestment Business or the Menzies Aviation Aberdeen Business shall pass, directly or indirectly, from the Divestment Business (or any of its employees, directors, agents or affiliates) to the Menzies Aviation Aberdeen Business (or any of its employees, directors, agents or affiliates), or vice versa, except where strictly necessary in the ordinary course of business (for example, where required for compliance with external regulatory and/or accounting obligations) or any steps necessary in order for Menzies Aviation to comply with these undertakings, including the transfer of information necessary for the divestment process, provided that, upon divestment of the Divestment Business, any records or copies (electronic or otherwise) of Confidential Information held by Menzies Aviation in relation to the Divestment Business (or vice versa) shall be returned to the relevant business and any copies destroyed (except as may be necessary for the purposes of compliance with the obligations above).

9.2 At all times, Menzies Aviation will actively keep the CMA informed of any material developments relating to the Divestment Business, which includes, but is not limited to:

- (a) details of Key Staff who leave the Menzies Aviation Aberdeen Business or the Divestment Business;

- (b) any interruption of the Menzies Aviation Aberdeen Business or the Divestment Business (including without limitation its procurement, production, logistics, sales and employee relations arrangements) that has prevented it from operating in the ordinary course of business for more than 24 hours;
- (c) all substantial customer volumes lost by the Divestment Business; and
- (d) substantial changes in the Menzies Aviation Aberdeen Business's or the Divestment Business's contractual arrangements or relationships with key suppliers.

10 CONTINUED SEPARATION

10.1 Except with the prior written consent of the CMA, for a period of 10 years following the divestment of the Divestment Business pursuant to these undertakings, Menzies Aviation, and members of the Group of Interconnected bodies Corporate to which Menzies Aviation belongs:

- (a) shall not, directly or indirectly, hold, acquire, re-acquire or use:
 - (i) an Interest in the Divestment Business; or
 - (ii) any Interest in any company carrying on or having Control of the Divestment Business (other than any investments made in the ordinary course of the operation of any of the employee benefit and pension schemes of Menzies Aviation or of any members of the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs of not more than three per cent in aggregate of the issued equity share capital in any such company, whose shares are listed or dealt with on any recognised investment exchange, which carries no more than three per cent of the voting rights exercisable at meetings of such company); or
 - (iii) other than in the normal course of business (which can include following a customer switching suppliers at Aberdeen) , any of the assets of the Divestment Business;
- (b) shall procure that no employee or director of Menzies Aviation or any member of the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs for as long as they are an employee or director of Menzies Aviation or any member of the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs holds or is nominated to any directorship or managerial position in the Divestment Business or directorship or managerial position in any

company or other undertaking carrying on or having control of the Divestment Business without the CMA's prior written consent;

- (c) shall not participate in the formulation of, or (other than in the ordinary course of business) influence or attempt to influence, the policy of the Divestment Business or any company or other undertaking carrying on or having control of that Divestment Business; and
- (d) shall not enter into or carry out any agreement or arrangement with any person, if the carrying out of the agreement or arrangement is intended to result or will result in any Associated Person or Affiliate of Menzies Aviation or of any member of the Group of Interconnected Bodies Corporate to which Menzies Aviation belongs directly or indirectly acquiring the Divestment Business or doing any of the things listed in sub-paragraphs 10.1(a), 10.1(b) and 10.1(c) above.

11 COMPLIANCE

- 11.1 Menzies Aviation shall comply promptly with such written directions as the CMA may from time to time give:
 - (a) to take such steps as may be specified or described in the directions for the purpose of carrying out or securing compliance with these undertakings; or
 - (b) to do or refrain from doing anything so specified or described which it might be required by these undertakings to do or to refrain from doing.
- 11.2 Menzies Aviation shall co-operate fully with the CMA when the CMA is:
 - (a) monitoring compliance with the provisions of these undertakings; and
 - (b) investigating potential breaches of the provisions of these undertakings.
- 11.3 Menzies Aviation shall procure that any member of the same Group of Interconnected Bodies Corporate as Menzies Aviation complies with these undertakings as if it had given them and actions and omissions of the members of the same Group of Interconnected Bodies Corporate as Menzies Aviation shall be attributed to Menzies Aviation for the purposes of these undertakings.
- 11.4 Where any Affiliate of Menzies Aviation is not a member of the same Group of Interconnected Bodies Corporate as Menzies Aviation, Menzies Aviation shall use its best endeavours to procure that any such Affiliate shall comply with these undertakings as if it had given them.

12 PROVISION OF INFORMATION

- 12.1 Menzies Aviation shall furnish promptly to the CMA such information as the CMA considers necessary in relation to or in connection with the implementation and/or enforcement of and/or the compliance with these undertakings, including for the avoidance of doubt, any Confidential Information.

13 EXTENSION OF TIME LIMITS

- 13.1 The CMA may, in response to a written request from Menzies Aviation, or otherwise at its own discretion, grant an extension to any time period referred to in these undertakings.

14 SERVICE

- 14.1 Menzies Aviation hereby authorises DLA Piper UK LLP, whose address for service is 3 Noble Street, London, EC2V 7EE (c/o Alexandra Kamerling), to accept service on its behalf of all documents connected with these undertakings (including any document of any kind which falls to be served on or sent to Menzies Aviation, or any of its Subsidiaries in connection with any proceedings in Courts in the UK, orders, requests, notifications or other communications connected with these undertakings).
- 14.2 Unless Menzies Aviation inform the CMA in writing that DLA Piper UK LLP has ceased to have authority to accept and acknowledge service on its or any of its Subsidiaries' behalf, any document, order, request, notification or other communication shall be validly served on Menzies Aviation if it is served on DLA Piper UK LLP; and service shall be deemed to have been acknowledged by Menzies Aviation if it is acknowledged by DLA Piper UK LLP or such other nominee.
- 14.3 Paragraph 14.2 above has effect irrespective of whether, as between Menzies Aviation and DLA Piper UK LLP or other nominees, DLA Piper UK LLP or other nominees has or continues to have any authority to accept and acknowledge service on Menzies Aviation's or any of its respective Subsidiaries' behalf.
- 14.4 No failure or mistake by DLA Piper UK LLP or other nominees (including a failure to notify Menzies Aviation of the service of any document, order, request, notification or other communication) shall invalidate any action taken in respect of these undertakings including any proceedings or judgment.

14.5 Any communication from Menzies Aviation to the CMA under these undertakings shall be addressed to Manager, Market and Mergers Remedies Monitoring, Competition and Markets Authority, Victoria House, Southampton Row, London WC1B 4AD or such other person or address as the CMA may direct in writing.

15 EFFECT OF INVALIDITY

15.1 Should any provision of these undertakings be contrary to law or invalid for any reason, Menzies Aviation undertake to continue to observe the remaining provisions.

16 GOVERNING LAW

16.1 Menzies Aviation recognises and acknowledges that these undertakings shall be governed and construed in all respects in accordance with English law.

16.2 In the event that a dispute arises concerning these undertakings, Menzies Aviation undertakes to submit to the courts of England and Wales.

17 TERMINATION

17.1 Menzies Aviation recognises and acknowledges that these undertakings shall be in force until such time as they are varied, released or superseded under the Act.

17.2 Menzies Aviation recognises and acknowledges that the variation, release or supersession of these undertakings shall not affect the validity and enforceability of any rights or obligations that arose prior to such variation, release or supersession.

18 INTERPRETATION

18.1 The Interpretation Act 1978 shall apply to these undertakings as it does to Acts of Parliament.

18.2 References in these undertakings to any English law term for any legal status, interest, concept or thing shall in respect of any jurisdiction other than England and Wales be deemed to include what most nearly approximates in that jurisdiction to the English law term.

18.3 In these undertakings the word "including" shall mean including without limitation or prejudice to the generality of any description, definition, term or

phrase preceding that word and the word "include" and its derivatives shall be construed accordingly.

18.4 For the purposes of these undertakings:

“the Act” means the Enterprise Act 2002;

“Affiliate” a person is an affiliate of another person if they or their respective enterprises would be regarded as being under common control for the purposes of section 26 of the Act;

“ASIG” means ASIG Holdings Limited;

“Associated Person” means a person or persons associated with Menzies Aviation within the meaning of section 127(4) of the Act and includes any Subsidiary of such a person or persons;

“business” has the meaning given by section 129(1) and (3) of the Act;

“CMA” means the Competition and Markets Authority or any successor body;

“Confidential Information” means any business secrets, know-how, commercially sensitive information, intellectual property or any other information of a confidential or proprietary nature;

“Control” shall be construed in accordance with section 26 of the Act, and in the case of a body corporate, a person shall be deemed to Control it if he holds, or has an interest in, shares of that body corporate amounting to 10 per cent or more of its issued share capital or carrying an entitlement to vote at meetings of that body corporate of 10 per cent or more of the total number of votes which may be cast at such meetings;

“Dalcross” means Dalcross Handling (Operations) Limited;

“Decision” means the CMA’s decision under section 33 of the Act dated 15 December 2015 in connection with the Transaction;

“Divestment Business” means the ASIG ground handling business carried out at Aberdeen Airport and set out in Appendix A;

“Divestment Business Property” means the relevant leased premises associated with the Divestment Business as at the date of these undertakings;

“enterprise” has the meaning given in section 129(1) of the Act;

“Group of Interconnected Bodies Corporate” has the meaning given in section 129(2) of the Act; references to a Group of Interconnected Bodies Corporate shall be to the Group of Interconnected Bodies Corporate as constituted from time to time;

“Interest” includes shares, an interest in shares and any other interest carrying an entitlement to vote at shareholders’ meetings but does not include a contract to acquire shares in the future; and for this purpose "an interest in shares" includes an entitlement by a person other than the registered holder, to exercise any right conferred by the holding of these shares or an entitlement to Control the exercise of such right;

“Key Staff” means the Station Manager operating at Aberdeen Airport, who is responsible for all ground handling contracts; and other senior employees identified in Appendix B;

“Menzies Aviation” means Menzies Aviation Plc and Menzies Aviation Inc. and its Group of Interconnected Bodies Corporate carried on as at 15 December 2016;

“Menzies Aviation Aberdeen Business” means the ground handling business of Menzies Aviation as currently carried out at Aberdeen airport;

“Proposed Purchaser” means Dalcross or such other proposed purchaser for the Divestment Business;

“Subsidiary” shall be construed in accordance with section 1159 of the Companies Act 2006 (as amended), unless otherwise stated;

“the Transaction” means the proposed acquisition by Menzies Aviation of BBA Aviation's global aviation fuelling and ground handling services businesses comprised of ASIG Holdings Limited and ASIG Holdings Corp. signed on 16 September 2016 by way of stock purchase agreement;

“Trustee” means the person appointed pursuant to paragraph 4.4, paragraph 4.5 or paragraph 4.7 to carry out the Trustee Functions;

“Trustee Functions” means the functions set out in paragraph 6;

“UK” means the United Kingdom of Great Britain and Northern Ireland; and

“Working Day” means any day of the week other than a Saturday or a Sunday or any day that is a public holiday in England and Wales or Scotland,

unless the context requires otherwise, the singular shall include the plural and vice versa.

FOR AND ON BEHALF OF MENZIES AVIATION

Signature

Name

Title

Date

DATE ACCEPTED BY THE CMA:

APPENDIX A

THE DIVESTMENT BUSINESS

The Divestment Business shall consist of the ASIG business that currently provides ground handling services at Aberdeen Airport.

The Divestment Business consists of the following assets:

- Equipment;
- All existing customer contracts held by ASIG Ground Handling Services Limited for the provision of ground handling services at Aberdeen Airport;
- Employees (comprise key staff and others listed at Appendix B); and
- Offices used by ASIG Limited for Aberdeen Airport for the employees working for and at Aberdeen Airport.

The Divestment Business will receive the benefit of the following functions from BBA Holdings Limited (EMEA Seller) under the terms of the Transitional Services Agreement:

- IT support
- Finance software and support
- HR and legal support

APPENDIX B

Employee				
Employee Number	Employee Surname	Employee First Name	Title	Job Title
✂	✂	✂	✂	Station Manager Abdn
✂	✂	✂	✂	Duty Manager
✂	✂	✂	✂	Operations Agent
✂	✂	✂	✂	Ramp Supervisor
✂	✂	✂	✂	Load Controller
✂	✂	✂	✂	Load Controller
✂	✂	✂	✂	Operations Agent
✂	✂	✂	✂	Operations Agent
✂	✂	✂	✂	Operations Agent
✂	✂	✂	✂	Passenger Service Agent
✂	✂	✂	✂	Passenger Service Agent Supervisor
✂	✂	✂	✂	Passenger Service Agent Supervisor
✂	✂	✂	✂	Ramp Supervisor
✂	✂	✂	✂	Ramp Supervisor
✂	✂	✂	✂	Ramp Agent
✂	✂	✂	✂	Ramp Agent
✂	✂	✂	✂	Ramp Team Leader
✂	✂	✂	✂	Ramp Team Leader

✂	✂	✂	✂	Ramp Team Leader
✂	✂	✂	✂	Ticket Agent
✂	✂	✂	✂	Ramp Agent
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✂	✂	✂	✂	Ticket Agent
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✂	✂	✂	✂	Passenger Service Agent
✂	✂	✂	✂	Operations Agent
✂	✂	✂	✂	Ramp Agent
✂	✂	✂	✂	Passenger Service Agent
✂	✂	✂	✂	Passenger Service Agent
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