

Last Will and Testament of Reginald Bartholomew Worthington III

I, Reginald Bartholomew Worthington III, of Worthington Manor, 1 Magnate Lane, London, W1J 7BU, United Kingdom, being of sound mind and memory, do hereby make, publish, and declare this to be my Last Will and Testament, revoking all previous wills and codicils made by me.

1. Revocation: I hereby revoke all prior wills and codicils.
2. Declaration: I declare that I am married to Victoria Elizabeth Worthington, and we have two children: Charles Edmund Worthington and Diana Grace Worthington.
3. Executor: I appoint my wife, Victoria Elizabeth Worthington, as the Executor of this Will. If she is unable or unwilling to serve, I appoint my solicitor, Mr. Jonathan Blackwood of Blackwood & Associates, 10 Lincoln's Inn Fields, London, WC2A 3BP, as the alternate Executor.
4. Debts and Taxes: I direct that all my just debts, funeral expenses, and estate administration expenses be paid as soon as practicable after my death.
5. Specific Bequests:
 - a. To my wife, Victoria Elizabeth Worthington, I bequeath Worthington Manor and all its contents.
 - b. To my son, Charles Edmund Worthington, I bequeath my collection of rare books and manuscripts.
 - c. To my daughter, Diana Grace Worthington, I bequeath my collection of fine art and sculptures.
6. Business Assets:
 - a. Worthington Industries Ltd (Company No. 12345678):
 - i. 40% of my shares to my son, Charles Edmund Worthington
 - ii. 40% of my shares to my daughter, Diana Grace Worthington
 - iii. 20% of my shares to be offered to the current Board of Directors, pro rata to their existing shareholdings
 - b. Worthington Property Holdings LLP (Company No. 87654321):
 - i. 50% of my interest to my wife, Victoria Elizabeth Worthington
 - ii. 25% of my interest each to Charles Edmund Worthington and Diana Grace Worthington
 - c. Worthington Tech Ventures Ltd (Company No. 23456789):
 - i. To be sold, with the proceeds divided equally between Charles Edmund Worthington and Diana Grace Worthington
7. Residuary Estate: I give, devise, and bequeath all the rest, residue, and remainder of my estate as follows:

- a. 50% to my wife, Victoria Elizabeth Worthington
- b. 25% each to Charles Edmund Worthington and Diana Grace Worthington

- 8. Trusts: If any beneficiary under this Will is under the age of 30 at the time of my death, their inheritance shall be held in trust until they reach the age of 30. The trustees shall be Victoria Elizabeth Worthington and Jonathan Blackwood.
- 9. Powers of Executor: I grant to my Executor full power and authority to sell, lease, mortgage, or otherwise dispose of the whole or any part of my estate, real or personal, without the order of any court and without the consent of any beneficiary.
- 10. Business Succession: I direct my Executor to work with the Board of Directors of Worthington Industries Ltd to implement the business succession plan on file with our corporate solicitors.
- 11. Charity: I direct that 5% of my residuary estate be donated to the Worthington Foundation (Registered Charity No. 987654) to continue its philanthropic work.
- 12. No-Contest Provision: If any beneficiary under this Will contests any of its provisions, then any share or interest in my estate given to that contesting beneficiary under this Will is revoked and shall be disposed of as if that contesting beneficiary had predeceased me.
- 13. Definitions: References to “child” or “children” in this Will include legally adopted children.
- 14. Governing Law: This Will shall be governed by and construed in accordance with the laws of England and Wales.

IN WITNESS WHEREOF, I, Reginald Bartholomew Worthington III, have hereunto set my hand to this my Last Will and Testament on this 10th day of June, 2023.

Reginald Bartholomew Worthington III

Signed by the Testator as his Last Will and Testament, in our joint presence, and then by us in his presence.

Witness 1: Elizabeth Haversham Address: 15 Belgravia Square, London, SW1W 8HH

Witness 2: Major James Hawthorne (Ret.) Address: The Old Rectory, Church Lane, Sunningdale, Berkshire, SL5 0NJ