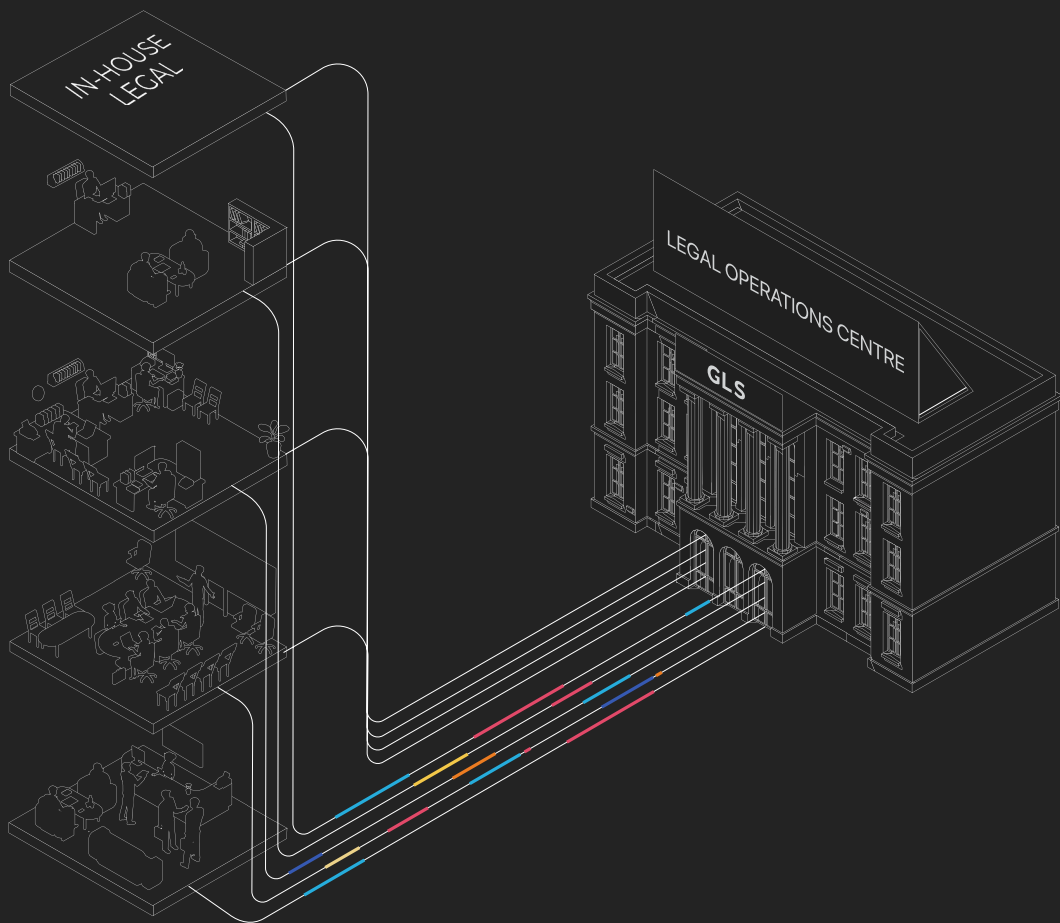


GLS LEGAL TEAM TRANSFORMATION PLANS™

Providing the core infrastructure you need to effectively transform your legal team



SUPPORT PLAN PROSPECTUS





ACHIEVING NEXT LEVEL IHL PERFORMANCE

Globally, in-house legal teams (“IHLs”) struggle to support growing legal & compliance requirements whilst they are simultaneously being asked by their internal clients/ business to reduce operating costs and demonstrate increased value. Improving IHL performance is now a priority for most IHL Leaders.

"IHL Transformation", as we call it, is the deconstruction and re-imagining of how a world class IHL can execute the “business as usual” far more efficiently whilst markedly improving IHL strategic focus. Sadly, defining and implementing an effective IHL Transformation plan is not straightforward.

Progressive IHL leaders realise that IHL Transformation is not just about cost cutting and reporting metrics – it represents an opportunity to elevate the reputation of an IHL within its organisation, and to enable that IHL to work more strategically and effectively.



A world class IHL team delivers to its Business

- Maximum & verifiable operating efficiency
- Enhanced V.U.C.A Readiness
- An enhanced focus and support of Value Creation
- Competitive Advantages

Despite the clear case for IHL Transformation - too few IHLs have managed to implement effective IHL Transformation plans.



WHY IS IHL TRANSFORMATION SO DIFFICULT?

Understandably, most IHLs are struggling to implement a successful transformation agenda. The operating tempo of most IHLs is such that finding the time, space and frame of mind to step back and work out a transformation strategy, whilst not impossible, is frequently a challenge.

IHL Transformation Obstacles


| | |
|------------------------|---|
| Capacity | day-to-day busyness |
| End-Game | not being clear on a desired “transformed” state |
| Current State | inaccurate “current state” assessment |
| Targets | not recognising proper transformation targets |
| Planning | inability to formulate a “supportable” plan |
| Budget | not demonstrating budgetary sensitivity |
| Decision Making | a model for transformation decision making |
| Alignment | transformation not aligning with immediate support requirements |
| Confidence | the hangover of unsuccessful prior initiatives |
| Leadership | Old Law leadership tends to resist change |
| Support | lack of internal business support |
| Silver Bullets | the distraction of legal tech silver bullets |
| Personal Risk | IHL leaders face risks from transformation failures |
| Ignorance | failing to observe common causes of failure |
| Procurement | inefficient procurement process |
| Stop-Start | failure to build implementation momentum |



WHY IS IHL TRANSFORMATION SO DIFFICULT?



To make things harder...

- IHL Transformation is not a one-off planning exercise - it is a “constant” operational must
 - IHL leaders must be responsive to both ever increasing workloads and the opportunities to leverage innovative new legal support solutions that deliver greater operational efficiencies
 - The Business calls for change on one hand and a barrage of significant, underappreciated challenges in formulating an effective plan on the other
 - IHL leaders struggle to find time to "work on the machine" because they are stuck "working in the machine"
- 



GLS LEGAL TEAM TRANSFORMATION PLANS™

3 Options to cost-effectively fast track your IHL transformation

Bronze

Silver

Gold

In simple terms, our Plans offer an efficient and highly cost-effective pathway to move your IHL from its “current” state to its “desired” state – the latter being informed by what a world class IHL team can and does achieve.

Our Plans effectively free you of most of the “heavy lifting” associated with IHL Transformation including:

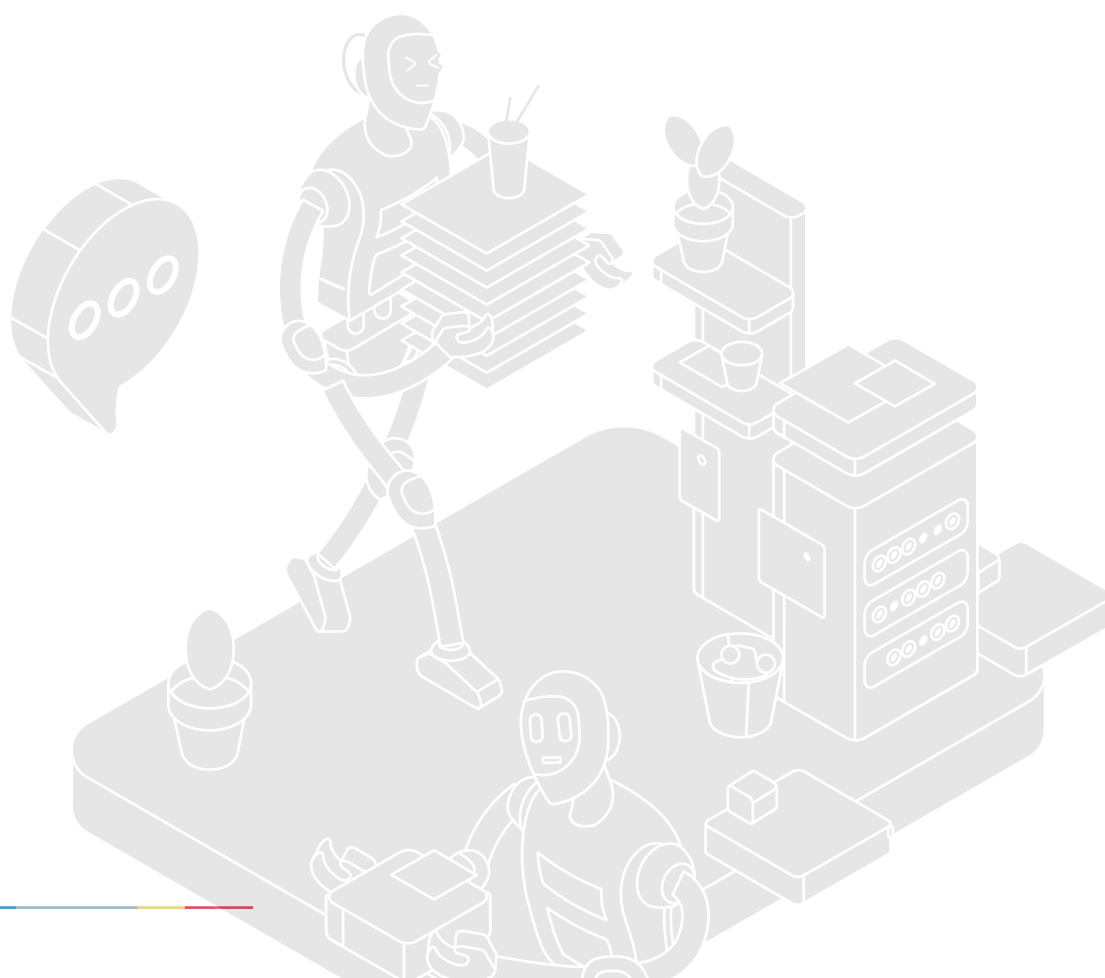
| | |
|----------------------------------|--|
| Effective Planning | formulating a coherent and justified implementation plan the Business can support |
| Solution Architecture | knowledge of and choice of globally available solution modules |
| Process Targeting | identifying which Critical IHL Functions should be targeted, how and in what order |
| Solution Acquisition | single sourcing & acquisition of relevant solution modules |
| Solution Procurement | streamlining the process of procuring dozens of individual solutions |
| Implementation Capability | ensuring you have access to required implementation capabilities |
| Program Management | ensuring you have access to program leadership support capabilities |

Our Plans deliver immediate structure, purpose and cost-effective implementation capabilities to your overall IHL Transformation initiatives, in a low-risk manner – making them a perfect “backbone” IHL transformation resource.

Our Bronze, Silver & Gold Plans represent a curated selection of legal operations led initiatives designed to transform the performance of your IHL team in a purposeful & structured way that is specific to the following:

| | |
|-------------------------|---|
| Your Goals | your clearly defined and prioritised transformation goals |
| Your Readiness | the profile of your team and the "current state" of your legal operations agenda |
| Your Environment | considerations and sensitivities that will influence “success” in your organisation |
| Your Budget | every deliverable provides the maximum response to budgetary sensitivities |


Each of our "fixed price" & “ready to go” transformation Plans are based around three distinct IHL scenarios we encounter by reference to transformation goals, readiness and historic transformation progress.



Our Three Basic Plans are as follows:

| BRONZE Formidable First Steps | SILVER Accelerated Transformation Progress | GOLD Advanced Team Transformation |
|---|--|---|
| <p>Our Bronze plan is perfect for IHLs with the following profile</p> <ul style="list-style-type: none"> • Primary Goal: to efficiently relieve chronic workloads in a transformative & low risk manner. This plan is about showing the Business you can “move the needle” • Method: to take formidable first steps that are effective, noticeable, low risk and help build the case for further transformation • Readiness: this team has not yet implemented any significant transformation initiatives and is understandably nervous about doing so • Key Considerations: this team absolutely must score a “home run” on its first transformation effort • Cost Comparable: this Plan delivers a Discount Impact* of 20% and costs around 25% of a junior lawyer’s annual salary • Targeted IHL Functions: this Plan spans 10 of the 15 Critical IHL Function (see the GLS Legal Transformation Tube Map) <p>https://www.gls-legaloperations.com/transformation-tube-map</p> | <p>Our Silver plan is perfect for IHLs with the following profile</p> <ul style="list-style-type: none"> • Primary Goal: to significantly accelerate your transformation activities across a broader range of Critical IHL Functions • Method: to efficiently implement a growing number of individual initiatives to the benefit of multiple Critical IHL Functions, driving multiplier effect productivity gains for the team • Readiness: this team has some familiarity with legal operations initiatives and is looking to cement its case for permanent legal operations led improvements to team performance • Key Consideration: this team wants to do more but needs confidence that “doing more” will not disrupt its business-as-usual role. This team is also looking for hard data that shows its success so as to justify increased formalisation of its legal operations capability • Cost Comparable: this Plan delivers a Discount Impact* of 25% and costs around 60% of a mid-level lawyer’s annual salary • Targeted IHL Functions: this Plan spans 14 of the 15 Critical IHL Functions, with continued substantive optimisation on 11 of the 15 functions (see the GLS Legal Transformation Tube Map) <p>https://www.gls-legaloperations.com/transformation-tube-map</p> | <p>Our Gold plan is perfect for IHLs with the following profile</p> <ul style="list-style-type: none"> • Primary Goal: this plan is about systematically optimising all Critical IHL Functions in advance of a major technology/core system deployment as a pre-cursor to safely achieving “next level” legal tech driven performance • Method: to professionalise all Critical IHL Functions, build on existing initiatives, make better use of data analytics and combine resourcing strategies across multiple Critical IHL Functions to achieve leveraged performance gains • Readiness: this team is ready for extensive process optimisation efforts reflecting an established understanding of the role of mature legal operations • Key Considerations: this team is rapidly approaching the point where the next step involves a major tech system procurement. This team wants to maintain control of that process – something which is hard to do in really large organisations • Cost Comparable: this Plan delivers a Discount Impact* of 30% and costs around 100% of a full-time senior lawyer’s annual salary • Targeted IHL Functions: this Plan spans 14 of the 15 Critical IHL Functions, with continued substantive interventions on 11 of the 15 functions (see the GLS Legal Transformation Tube Map) <p>https://www.gls-legaloperations.com/transformation-tube-map</p> |

Detailed itemisations of each Plan’s deliverables (and the Critical IHL Functions that they target) are set out in Annex A. Alternatively, use this [link](#) to browse and purchase your preferred Plan from the GLS Legal Operations Centre.



THE KEY FEATURES OF OUR TRANSFORMATION PLANS

Our GLS Legal Team Transformation Plan™ design features include:

| | |
|-------------------------------------|---|
| Quick Wins | each Plan includes reliable “quick win” initiatives to help you build program credibility |
| Workload Aligned | our Plans target immediate BAU relief scenarios, but in a transformative way |
| Successful Implementation | our Plans enjoy high implementation success rates globally |
| Strategic Interventions | our Plans are based on scientifically justified optimisation interventions |
| De-risked Implementation | our Plans are built to overcome most anticipated obstacles |
| Visible Results | our Plans are designed to deliver highly visible results to the underlying Business |
| Low Risk Profile | our Plans have an extremely low risk implementation profile |
| User Friendly | our Plans feature effective end user engagement and change management profiles |
| Exceptionally Cost Effective | our Plans represent exceptionally cost-effective solution sourcing |

Our GLS Legal Team Transformation Plan™ design features continued...

| | |
|-----------------------------|---|
| Configurable | our Plans include “configurable” modules to tailor to your preferences |
| Plug’n’Play | our Plans are easy to understand, procure and implement - simply Plug’n’Play |
| Managed Delivery | our Plans are supported by GLS proprietary implementation methodology |
| World Class Outcomes | each intervention is designed to deliver world class performance |
| RPLV Compliant | our Plans are calibrated against GLS’s proprietary RPLV decision making framework (see RPLV decision making here) |
| Annually Renewable | our Plans are renewable to help support your ongoing and evolving transformation needs |

Choosing the right plan for you?

Fortunately, most IHLs will fall into one of three broad categories of IHL readiness that we have identified globally and for which we have formulated a specific and realistic transformation plans that we know work.

We offer three basic plans (Bronze, Silver & Gold) that are calibrated to specific IHL transformation goals and team readiness – allowing you to choose a base plan that is right for your legal team.

We have made it easy for you to establish which of our Plans are right for you. In Annex B of this Plan Prospectus, we have set out our “Legal Team & Transformation Plan Profile” to guide your decision making.

Simply review our Legal Team & Transformation Plan Profile and assess what Plan best reflects your current state of transformation readiness, transformation goals and other suggested plan compatibility criteria.

Of course, we are always available to counsel you to the right base plan for your IHL Transformation. Please feel free to book [here](#) for an initial free consult with one of our Transformation Experts.

Customization & configuration

Our Plans are best thought of as being the “backbone” or “core infrastructure” of your implementation efforts, providing the essential foundational core that will support and influence the strength of your overall initiative.

All our Plans include a combination of both “core” deliverables and “configurable” deliverables to drive not only successful transformation but also allow you to contour the plan to your Business.

Our “core” modules are fixed inclusions in each Plan whereas our “configurable” modules are a class of deliverables (e.g. template, training, checklist, etc.) where you can choose the specific content that they address.

You can also include additional resources from the GLS Legal Operations Centre but we only recommend their inclusion where their implementation can leverage from, and add to, overall implementation momentum.

If you wish to prepare a customized plan, we can accommodate this – please visit the [GLS Legal Operations Centre](#) to book a [free consultation](#) with one of our Transformation Experts.

WHY CHOOSE ONE OF OUR LEGAL TEAM TRANSFORMATION PLANS™?

Below we set out 15 great reasons why a GLS Legal Team Transformation Plan™ is best placed to serve as the backbone of your IHL efforts - starting with what we consider to be the most important reason.

Scientifically Defined Solution

Our Plans are strategically formulated to succeed using our own powerful IHL Transformation methodology derived from hundreds of successful transformation interventions.

Our work has allowed us to identify 15 Critical IHL Functions that make up an optimally performing in-house legal department – see the [GLS Transformation Tube Map](#) which dictates the IHL's performance potential.

We view overall IHL performance capabilities as a reflection of the performance of these 15 Critical Functions, which in turn reflects the presence and functioning of various critical resource enablers.

By viewing IHL team performance by reference to specific Critical IHL Functions and their associated critical resource enablers, we achieve unprecedented transformation planning & implementation potency.

Our ability to view the performance of an IHL team from the inside out achieves for legal operations and IHL transformation what x-ray, ultra-sound and MRIs have done for medicine – it removes much of the guess work!

By using our proprietary GLS methodology, our Plans can provide you the best possible and most efficient answers to key IHL Transformation design questions such as:

- Where is the best place to start?
- Where can I make the most impact?
- How can I achieve the biggest “bang” from my limited resources (time, cost & internal attention)?
- What initiatives will offer demonstrable progress?
- What is the most efficient order in which to do things?
- What obstacles will I need to overcome?
- What is my business most likely to support?
- How to eliminate internal resistance?
- How much will it cost and how long will it take?

For a transformation plan to be successful, and for your Business to be incentivised to support you, you must be able to answer all of these questions. Our Plans provide clear answers to all such questions.

Efficient Plan Formulation

Our Plans free you of most of the “heavy lifting” associated with IHL transformation i.e. the effective planning, solution architecture, process targeting, solution procurement and implementation.

Full Resource Expression

Our Plans are based around first fully identifying, utilising and purposefully leveraging all of your available resources to maximise their performance in an increasingly verifiable manner.

Time

Most IHL leaders simply do not have the time to research solution options and industry best practice, audit their internal landscape or formulate a successful IHL transformation plan. Our Plans do all of this for you.

De-risked Transformation

You should want a plan that “de-risks” as many of the associated IHL transformation risks as possible – our Plans do exactly that – as reflected in our success record.

Proactive IHL Leadership

Our Plans put IHL leaders “on the front foot”- delivering a pro-active plan to enhance IHL team performance and reducing the risks of being subjected to externally authored transformation.

Bulk Procurement Benefits

By taking a Plan, you can access even further discounts to our already extremely competitively priced solutions – that is double the discount – and as much as 45%.

Internal Value Recognitions

Our Plans deliver high-impact performance interventions that can be verified quantitatively and which the business can see – all of which drives much needed IHL value recognition.

Minimising Business Disruption

Our Plans are designed to minimise business disruption by focussing, where possible on transformation initiatives linked to the Businesses immediate legal support scenarios.

Strategic Internal Focus

Our Plans give you access to world class resources but without you having to source, implement, own, operate or develop the solutions yourself – allowing you to keep your internal focus strategic.

Global Solution Visibility

You get to benefit from our knowledge of the global legal productivity and efficiency landscape - a huge and rapidly evolving landscape.

Success Pedigree

Our Plans have been based on a decade of IHL transformation learnings – our Plans are based around what works and can be efficiently implemented in a low-risk fashion.

Supported Implementation

All our Plans include a support component to help you throughout the IHL Transformation process.

Modular Implementation

Each Plan is based on a modular implementation strategy – bite size initiatives flow consecutively with each success building upon each other and allow you to set the pace.

IHL Team Morale

Our Plans include initiatives that will demonstrate to your IHL team that they will be working in an increasingly supported environment – which is great for morale!



IMPLEMENTING OUR PLANS™

Implementing our Plans is easy – you can get up and running in no time. Once you have selected your base Plan, we follow the following broad implementation framework.

| | |
|-------------------------------|---|
| Configure Your Plan | You select the specific “configurable” modules you wish to include – and an appropriate discount is applied |
| Executive Briefing | Your IHL Transformation Plan is presented to your leadership/ executive. We will provide a Board Level slide deck justifying your Plan choice |
| Scoped Plan | Your Relationship Manager (RM) will agree with you an overall dated Implementation Plan based on our standard form implementation plans and provide a full breakdown of all that will be provided |
| GLS Methodology | Each solution that we are required to deliver (as opposed to DIY implementations) will be implemented pursuant to GLS methodology – we share this with you on a “just in time” basis |
| Pre-Mobilisation | Your RM will deliver a pre-mobilization presentation to your key IHL Transformation implementation team to bring them up to speed |
| Client Deliverables | We will flag all implementation deliverables required of you in relation to any deliverable |
| Implementation Support | Each Plan includes built-in capacity for us to provide defined ongoing program management & support – extra program support capacity can be purchased |
| Time Frame | Each Plan assumes a 12-month or less implementation period, unless otherwise agreed |
| 100 Day Plan | Every Plan includes a 100-day plan to drive immediate high-impact results and ensure your Plan gets off to a visibly successful start |

Ordering Your Plan

Ordering your GLS Legal Team Transformation Plan™ is simple.

You can speak to your GLS Transformation Expert who can process your order for you, or simply go online and order your Plan with the [click of a button](#).

Your Plan will be implemented in accordance with and subject to our Standard Terms of Business. To deliver our Plans at our disruptive price points – our terms of business are fixed.

To the extent that you choose to add additional tools & solutions to your Plan, you can order them directly online using a unique discount code that we will provide to you reflecting your Plan's eligible discount.

Cost & Payments

The cost of each Plan is expressed as an annual, fixed price that is available to all customers globally, on an entirely non-discriminatory basis.

The fee for each Plan is payable annually in advance.

Customers signing up for two (2) year Plans enjoy an additional upfront 15% discount. This discount will also apply to any additional Solutions** you wish to include in your Plan.

For those that order & pay online, we offer an additional discount of 2.5% to the relevant Plan's annual cost.

**“Discount Impact” noted on the pricing for each Plan in Appendix A refers to the discount you achieve by purchasing a Plan relative to purchasing the applicable Solutions individually.

**Note, Plan based discounts do not apply to the cost of personnel based deliverables including GLS Overflow™, GLS Manpower™ and/or other transformation consultancy based Solutions.

Example: purchase a 2 year Gold Plan and secure a 45% Discount Impact plus an extra 2.5% discount for purchasing online - that is a whopping 47.5% Discount Impact**

FREQUENTLY ASKED QUESTIONS

Why should I go with a Plan rather than craft my own package from the solutions I know I need?

The short answer here is that our Plans are effective, holistic, extremely cost-effective and efficient to implement, and materially de-risk the IHL transformation process.

You are more than welcome to craft your own transformation plan with solutions that are appealing to your team. Nonetheless we've been offering these transformation Plans all over the world for years and we know that they work!

Each Plan relates to specific transformation goals and deliverables that we know can be successfully implemented in a precise, predictable and low risk manner. We have effectively de-risked legal department transformations.

By using our Plans as the backbone of your transformation initiative you can leverage the momentum that success brings to drive through your overall transformation agenda.

To make the choice even easier, because the Plans offer economies of scale, we have passed on significant discounts.

That's right, discounts on legal solutions that are already significantly more affordable than traditional legal fees!

Are the Transformation Plans flexible?

When you purchase your Plan we will work with you to tailor the configurable deliverables to those that you feel are most appropriate to your Business.

We do not, however, recommend that you change any of our "core" modules as they play very specific enabling roles, that will determine

the overall capacity of the Critical IHL Function that they support.

Of course, you can add in additional Solutions from the [GLS Legal Operations Centre](#) at any time – but you should view each base Plan as being the "backbone" of your transformation initiatives.

More Information

For more information, please feel free to visit www.gls-legaloperations.com or contact your GLS Legal Transformation Expert. You can book a free consultation with a GLS Transformation Expert [HERE](#).

About the GLS Group

The GLS Group is dedicated to meeting the diverse needs of global in-house legal professionals by offering tools & support solutions that can empower their performance and productivity capabilities.

We are globally recognized for developing and delivering cost effective, innovative & technology led solutions to solve a wide range of the common legal support scenarios faced by businesses globally.

This is done by:

- Developing and delivering tools & legal operations solutions
- Allowing IHLs to simultaneously reduce legal spend whilst massively boosting their performance capabilities

We operate across 6 distinct but highly synergistic business units as follows:

| | | |
|---|--|--|
|  | GLS Legal Operations | offers the world's largest selection of tools & resources and legal operations support plans for in-house legal teams via the GLS Legal Operations Centre |
|  | GLS Performance Managed Legal Services | designs, delivers and implements world class, cost-effective scalable managed service solutions for routine legal support scenarios, allowing your to focus on strategic matters |
|  | GLS Legal Team Transformation Consultancy | designs, delivers and implements world class legal team transformation programs designed to enhance in-house legal team performance |
|  | GLS Agile Legal Resourcing | operates a globally accessible platform for businesses to access strategically agile legal team resourcing in minutes on disruptive pricing terms |
|  | GLS Legal Tech Funding & Incubation | invests in and incubates promising and disruptive legal technologies that support the goals of the GLS Group |
|  | GLS Advisory | offers a disruptive take on strategic advisory from both an internationally licensed law firm and/or an alternative legal service provider platform |

For more information about the GLS Group – please visit www.gls.global

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|---|--|--------|--------|------|
| Critical IHL Function: General Counsel Essential Resources for Legal Dept Leaders | | | | |
| GLS RPLV Decision Making Module™ (Info) | An effective framework to place daily legal team decision making into a strategic transformation context | ✓ | ✓ | ✓ |
| GLS Legal Dept Service Charter™ | Define the basis upon which your legal department engages with your business, together with the required service levels, standards and protocols to be delivered | | ✓ | ✓ |
| GLS Legal Department Annual Budget Builder™ | A tool to help you produce realistic and persuasive annual legal department budgets | | ✓ | ✓ |
| GLS Legal Dept Business Plan™ | Instruction manual with detailed guidance, templates and forms that GCs can use to efficiently create an annual business plan for their legal department | | ✓ | ✓ |
| GLS General Counselling Mentoring™ | Tap into the knowledge, skills and experience of high performing general counsel and legal practitioners | | | ✓ |
| GLS Legal Team Authority Mandate™ | Clearly define your business's operational mandate for its legal department | | | ✓ |

ANNEX A





GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|--|---|--------|--------|------|
| GLS Legal Dept Design Consultancy™ (10 hour package) | Consultancy package: We partner with you to design of an optimised legal department for your business, based upon the efficient expression of core legal functions | | | ✓ |
| Critical IHL Function: Internal Client Enhancing your stakeholder engagement and value recognition | | | | |
| GLS Internal Client Training™ (Standard) | Internal Client Training: A highly effective "Standard" tier training module for the "non-lawyers" of your business. You can choose from a continuously growing pool of relevant topics | x1 | x3 | x6 |
| GLS Directors Training™ (Premium) | Board Level Training: a comprehensive training programme for the directors of your business. You can choose from a continuously growing pool of relevant topics | ✓ | ✓ | ✓ |
| GLS Legal Department FAQ™ (Standard) | A module to establish a "self-help" resource for your internal clients, allowing you to free up the capacity of your legal team | | ✓ | ✓ |
| GLS Project Feedback Request Form™ | Template feedback form to capture the constructive performance feedback and know-how generated by each transaction your team assists on | | ✓ | ✓ |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | | Bronze | Silver | Gold |
|--|---|--------|--------|---|
| GLS Internal Client Listening™ | Legal Team Training: "active listening" training to help achieve greater alignment between your IHL team and the internal clients | | |  |
| GLS Internal Client Management Training™ (Standard) | Legal Team Training: potent training module on key strategies that your legal team can use to more effectively manage internal stakeholders | | |  |
| GLS Legal Support Requirement Audit™ | A comprehensive desktop audit tool to help you self-assess with greater clarity the support requirements of your business/internal clients | | |  |
| GLS Self Service Template Kiosk™ | A module to help you establish a "self help" station where your internal clients can obtain resources answers to FAQs , freeing up the capacity of your legal team to focus on strategic issues | | |  |



ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|---|---|--------|--------|------|
| Critical IHL Function: Human Capital Optimising team member performance, value and well being | | | | |
| GLS Overflow™ (Agile Legal Resourcing) | Our leading in-house legal team augmentation resource - 24/7/365 on-demand legal support from experienced lawyers | ✓ | ✓ | ✓ |
| GLS Overflow Discount | A discount coupon of 10% for one of GLS's best selling solutions - GLS Overflow | | ✓ | ✓ |
| GLS IHL Career Development Plan™ | A framework module that allows you to develop helpful and constructive career development plans for your team | | ✓ | ✓ |
| GLS Legal Team Skills Audit™ | A comprehensive audit tool to self-assess the skills and talents within your legal team to drive better work allocation and to feed into career development plans | | ✓ | ✓ |
| GLS Legal Team Job Descriptions™ | A module to help you develop effective legal team job/role descriptions to help your business locate the legal support it needs and to achieve clearer team-member responsibility demarcation | | ✓ | ✓ |

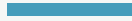
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GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|---|--|--------|--------|------|
| GLS Diversity & Inclusiveness Audit™ | An audit module to self-assess just how diverse and inclusive your legal team really is | | | ✓ |
| GLS New Hire Justification Business Case™ | A module to help you present an informed and compelling justification for a new team member hire | | | ✓ |
| GLS Secondment Request Planner™ | A module that helps you to efficiently formulate a secondment request and to make sure you get the right person for your team | | | ✓ |
| Critical IHL Function: Knowledge Enhance your team's know-how resources | | | | |
| GLS Legal Team Training™ (Standard) | Legal Team Training: A highly effective "Standard" tier training module for the development of your legal team. You can choose from a continuously growing pool of relevant topics | ✓ | ✓ | ✓ |
| GLS Legal Team Training™ (Premium) | Internal Client Training: A highly effective "Premium" tier training module for the development of your legal team. You can choose from a continuously growing pool of relevant topics | ✓ | ✓ | ✓ |

ANNEX A










GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | | Bronze | Silver | Gold |
|---|--|--------|--------|------|
| GLS Legal Training Needs Audit™ | An tool to identify the training your team really requires | | ✓ | ✓ |
| GLS Legal Team Knowledge Harvest Guide™ | An effective framework to help you capture, consolidate and retrieve the key knowledge assets that emerge form the transaactions your team works on | | ✓ | ✓ |
| GLS Case Study Training™ | Training: case study based learning to enhance the readiness of your team to tackle new projects. | | | ✓ |
| Building a Legal Dept. Intranet - 101 Training (Standard)™ | Consultancy: guidance on the key elements required to produce an effective, website/intranet for your legal team. Organise know-how, collate data and provide self-help resources for your internal clients/stakeholders | | | ✓ |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | Bronze | Silver | Gold |
|---|---|---|---|
| Critical IHL Function: Legal Tech Affordable, transformative and safe legal technology | | | |
| GLS Knowledge Centre™ Software | Easy to use software add-in that streamlines your know-how management and document preparation in Microsoft Word, PowerPoint and Outlook |  |  |
| GLS Knowledge Centre Deployment™ | Consultancy: assistance with the deployment of your Knowledge Centre Software |  |  |
| Critical IHL Function: Department Performance Measure and enhance overall legal dept. performance | | | |
| GLS Legal Proof Reading™ | 21-point document review, which emphasises the accuracy and readability of your documents to enable a clear contractual understanding between the parties |  |  |
| GLS Legal Dept FAQs - Custom | A bespoke, potent “self-help” resource that empowers your internal client with the information they need, thus keeping your legal team focused | |  |
| GLS Knowhow Centre™ (Legal Dept. Forms) | A library of the key, standardised forms required by your legal team |  |  |

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GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | | Bronze | Silver | Gold |
|--|--|--------|--------|------|
| GLS Business Process Engineering™ | Examine the presence and performance of the legal function processes required for the optimal productivity expression of your legal department | | | ✓ |
| GLS Legal Instruction Tracker™ (POA) | Enable your internal clients to track the progress of the matters being worked on by your legal department | | | ✓ |
| Critical IHL Function: Legal Operations Essential Legal Operations tools and solutions | | | | |
| GLS Ultimate Guide to Legal Operations (Hardcopy) | A hardcopy of the seminal guide to legal operations | ✓ | ✓ | ✓ |
| GLS Transformation Consulting™ | Consultancy: we will partner with you to transform the efficiency of your legal department, embed technology into your "day-to-day" operations and build enduring capabilities | | ✓ | ✓ |

ANNEX A









GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|--|--|--------|--------|------|
| GLS Legal Dept Transformation Plan™ | A bespoke plan to enable the most efficient and effective way to change manage the transformation of your legal operations | | ✓ | ✓ |
| GLS Legal Dept. Transformation Tube Map™ | A powerful (but simple) tool to help you visualise the transformation of your legal department | | ✓ | ✓ |
| GLS Legal Dept. Efficiency Audit™ (DIY) (Standard) | GLS will objectively assess the efficiency of your legal department and present "easy to implement" recommendations for how to improve your legal operations | | ✓ | ✓ |
| GLS Transformation Plan (Program Delivery Support)™ | GLS to provide strategic guidance / project management for your transformation initiatives (10hr) | | ✓ | ✓ |
| GLS IHL Workload Forecaster Request Form™ | A powerful (but simple) tool to help you effectively plan your department's resource requirements and allocations | | | ✓ |
| GLS IHL Annual/ Quarterly Performance Reports™ | Report templates to enable you to systematically record, analyse and improve the performance of your legal department | | | ✓ |
| GLS Dept Feedback Request Forms™ | Template feedback form to enable you to systematically gather objective, actionable feedback from your internal clients/stakeholders | | | ✓ |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™








3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | Bronze | Silver | Gold | |
|--|---|--|---|---|
| <p>Critical IHL Function: Data Analytics Utilising data driven legal team decision making</p> | | | | |
| <p>GLS Legal Service Request Form™</p> | <p>A powerful (but simple) tool to help you efficiently extract complete and accurate instructions from your business when they require legal support</p> |  |  |  |
| <p>GLS Legal Dept KPI™</p> | <p>Standard suite of KPIs, developed by former GCs and heads of legal, for the specific purpose of appraising in-house legal team performance</p> | |  |  |
| <p>GLS Data Analytics™ (Intro Module)</p> | <p>A module which introduces to a data driven, performance management culture to your legal department</p> | |  |  |
| <p>GLS IHL Workflow Performance Analysis™</p> | <p>An efficient, objective and comprehensive assessment of the efficiency of individual work-flows within your legal department</p> | | |  |
| <p>GLS Custom Legal Team KPIs™</p> | <p>Bespoke suite of KPIs, developed by former GCs and heads of legal, for the specific purpose of appraising your legal team's performance</p> | | |  |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM






| Features | Bronze | Silver | Gold | |
|--|--|--------|---|---|
| Critical IHL Function: Service Provider Solutions for legal dept outsourcing | | | | |
| GLS Guidelines for External Counsel™ | A world class protocol to place your external legal providers into a performance managed construct | |  |  |
| GLS External Counsel Engagement Letter™ | A best practice legal service provider engagement template that allows you to do business on your terms and to source responsible legal advice | |  |  |
| GLS Legal RFP Template Assistance™ - Standard | A support module to help you prepare high quality legal RFPs for your team and to drive more efficient engagement of your law firms | |  |  |
| GLS Legal RFP Preparation Support™ | A 10 hr support package to help you improve, assess and otherwise support you on any of your live RFP work streams | | |  |



ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | Bronze | Silver | Gold | |
|---|---|--|---|---|
| Critical IHL Function: Contracting Enhancing entire contract function performance | | | | |
| GLS Legal Templates™ | A suite of world class, commercial legal templates that you can select based on your Plan |  |  |  |
| GLS AI Contract Reviews™ | Comprehensive contract reviews completed instantly by our legal algorithms | x3 | x12 | x12 |
| GLS Contract Checklists™ | A growing pool checklists of the key legal-issues that you need to be aware of when reviewing a wide range of commercial agreements | 10 | 20 | 40 |
| GLS SMART Schedule™ | Access to GLS SMART Templates - an intuitive framework to help your business teams efficiently prepare high quality supporting schedules for your important contracts | 1 | 4 | 8 |
| GLS First Cuts™ | Access our capability to prepare a highly bespoke first draft "ready for release" contract in those situations when you need to get a high quality first draft out fast | 2 | 2 | 10 |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|---|--|--------|--------|------|
| GLS Knowledge Bank™ (Clause Bank - BILD) | A module that allows your global legal team to all instantly access a centrally maintained data base of "approved" contract clauses - a potent and disruptive legal technology | | ✓ | ✓ |
| GLS Knowledge Bank™ (Clause Bank - Extra Module) | A database of template clauses for super efficient contract assembly (expansion pack) | | ✓ | ✓ |
| GLS Knowledge Bank™ (Checklists Uploaded) | Suite of legal issue checklists to improve the review capacity of your legal team. Loaded to your integrated Knowledge Bank software | | ✓ | ✓ |
| GLS Contracting Policy™ - Standard | A single, organisation wide policy that defines acceptable contracting parameters for your business - one of the most important transformation tools available | | ✓ | ✓ |
| GLS Knowledge Bank™ (Legal Review Templates) | Suite of key, commercial contracting legal templates. Loaded to your integrated Knowledge Bank software | | ✓ | ✓ |
| GLS Contracting Function Efficiency Audit™ (DIY) | Access an efficient, objective and comprehensive assessment of your contracting infrastructure so that you plan generate an efficient optimisation plan | ✓ | ✓ | ✓ |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | Bronze | Silver | Gold |
|--|---|---|---|
| GLS Contract Negotiation Playbook™ (GLS Best Practice Version) - Standard | Access our 'Standard' tier of helpful legal service RFP pro-forma templates to help your next legal counsel RFP exercise |  |  |
| GLS Contracting Help Line™ (POA) | 24/7/365 telephone line for expert legal support to support your contracting function | |  |
| GLS Legal Sifter™ (Basic) | We provide you access to a powerful A.I. Contract Review Tool to massively reduce your contract review times whilst improving review accuracy | |  |
| GLS Legal Sifter™ (Custom Playbook Upload) | We develop an organisation specific review Playbook to upload into an A.I contract review tool calibrated to your legal team's requirements | |  |
| GLS Contract Negotiation Playbook™ (Customised Version) - Standard | Customised Playbook for your key commercial templates. A contracting support tool that instantly equips your contract negotiators (regardless of their level of experience) with the knowledge and ability to successfully negotiate the key legal terms of your commercial contracts | |  |



ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|---|--|--------|--------|------|
| Critical IHL Function: Compliance Basic compliance infrastructure resources | | | | |
| GLS Directors Level Training (Premium)™ Directors Duties | Training: bespoke directors' duties training programme. Delivered by a former GC, and you will be provided with a video recording of the training for future reference/reuse | ✓ | ✓ | ✓ |
| GLS Directors Level Training (Standard)™ Data Protection | Training: A highly effective "Standard" tier training module for your board of directors, covering data protection fundamentals | ✓ | ✓ | ✓ |
| GLS Compliance Training™ (Standard) | Training: A highly effective "Standard" tier training module that covers key compliance issues relevant to your business | | x1 | x2 |
| GLS Data Privacy Consultation™ | Efficiently assess & plan your privacy policy initiatives | | ✓ | ✓ |
| GLS Legal Dept Policy™ Chapters | A selection of vital legal policy assets that establish the "legal & compliance" standards for your business and which informs every Critical IHL Function | | x1 | x4 |

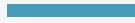
ANNEX A










GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM

| Features | | Bronze | Silver | Gold |
|--|---|--------|--------|------|
| GLS Corporate Policy™ (Standard) | A selection of "off the shelf" corporate policies (Standard Tier) to help you to efficiently backfill any gaps in your corporate policy landscape | | ✓ | ✓ |
| GLS Policy Landscape Audit™ | A comprehensive audit tool to self-assess the completeness of your compliance policy landscape | | | ✓ |
| GLS Corporate Policy Module™ (Premium) | A selection of "off the shelf" corporate policies (Premium Tier) to help you to efficiently backfill any gaps in your corporate policy landscape | | | ✓ |
| GLS Delegations of Authority Manual™ | A module to help you create a comprehensive, authoritative and efficient delegation of authority manual - an essential for transparent and effective corporate governance | | | ✓ |
| Critical IHL Function: Co. Sec Basic Co. Sec resources | | | | |
| GLS Board Resolutions™ (All) | A library of fully automated key board resolution templates | ✓ | ✓ | ✓ |
| GLS Shareholder Resolutions™ (All) | A library of fully automated key shareholder resolution templates | ✓ | ✓ | ✓ |
| GLS Knowledge Bank™ (Corp Sec Forms Library) | A library of fully automated key, Corporate Secretary templates. Loaded to your integrated Knowledge Bank software | | ✓ | ✓ |

ANNEX A

GLS LEGAL TEAM TRANSFORMATION PLANS™ 3 POWERFUL OPTIONS TO TRANSFORM YOUR TEAM



| Features | Bronze | Silver | Gold | |
|---|---|--|---|---|
| Critical IHL Function: IP IP capture, protection and monetisation | | | | |
| GLS IP Asset Register™ | Strategic inventory tool to help you identify and manage your Intellectual Property rights |  |  |  |
| GLS IP Template Library™ | Access a library of the most important IP related templates used by most leading businesses | |  |  |
| GLS Internal Client Training - Organisational IP Protection™ | Internal Client Training (Standard): a practical training module to help ensure the "non-lawyers" in your business understand key IP concepts & how to protect the IP critical to your business | |  |  |
| Critical IHL Function: Dispute Early detection and efficient dispute management | | | | |
| GLS Early Dispute Detection Policy™ | A world-class policy to allow you to better detect, mitigate and manage disputes safely and within budget | |  |  |

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