

IDE GROUP HOLDINGS PLC

(Incorporated and registered in Scotland under company number SC368538)

NOTICE OF ANNUAL GENERAL MEETING

**THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE
ATTENTION**

If you are in any doubt as to the action you should take, you are recommended to seek your own personal financial advice from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser who is authorised under the Financial Services and Markets Act 2000.

If you have sold or otherwise transferred all your ordinary shares in the Company, please forward this document (but not the personalised form of proxy) for use in relation to the Annual General Meeting of the Company, as soon as possible to the purchaser or transferee, or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold or otherwise transferred some of your ordinary shares in the Company, you should consult with the stockbroker, bank or other agent through whom the sale or transfer was effected.

A notice containing the resolutions to be voted on at the Company's Annual General Meeting ("AGM") to be held at Interchange, 81-85 Station Road, Croydon CR0 2RD at 10.00 a.m. on 4 September 2020 is set out on page number 5 onwards of this document.

The enclosed form of proxy for use at the AGM should be completed and returned to Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY, as soon as possible and to be valid must arrive not less than 48 hours (excluding any day or part of a day that is not a working day) before the time fixed for the AGM.

As a result of the ongoing COVID-19 pandemic and in light of current restrictions on public gatherings and to ensure shareholders can comply with the government measures, in accordance with the provisions of schedule 14 of the Corporate Insolvency and Governance Act 2020, the Company has concluded that the 2020 AGM will be a closed meeting, which shareholders will not be permitted to attend in person. Any shareholder that seeks to attend the AGM in person will be prevented from doing so on the grounds of public health and safety. The Company therefore requests that shareholders cast their votes by proxy 48 hours in advance of the AGM.



24 Dublin Street
Edinburgh
EH1 3PP

Letter to Shareholders

Directors

Andy Parker (Non-Executive Chairman)
Ian Smith (Executive Director)
Sebastian White (Non-Executive Director)

7 August 2020

To the holders of ordinary shares in IDE Group Holdings plc (the "Company")

Notice of Annual General Meeting

Dear Shareholder

I am writing to you with details of the Annual General Meeting (the "AGM") of the Company which we are holding at Interchange, 81-85 Station Road, Croydon CR0 2RD on 4 September 2020 at 10.00a.m. The formal Notice of AGM is set out from page number 5 onwards of this document.

AGM arrangements in the context of the COVID-19 pandemic

The Company is closely monitoring the COVID-19 situation, including UK Government guidance, and will continue to do so in the lead up to the AGM. The health of our shareholders, employees and other stakeholders remains extremely important to us and, accordingly, the Board has taken into consideration the compulsory 'Stay Alert' measures that have been published by the UK Government. Should these directives remain in place up to the AGM, or if they are relaxed but restrictions still need to apply to protect the safety of the people attending the AGM or any of the Company's stakeholders, then shareholders, advisers and other guests will not be allowed to attend the AGM in person and anyone seeking to attend the meeting will be refused entry. As such, shareholders should note they are not entitled to attend the AGM in person unless notified otherwise via the Company's website at www.idegroup.com.

Shareholders are requested to therefore submit their votes, in respect of the business to be discussed, via proxy as early as possible. Shareholders should appoint the Chair of the meeting as their proxy. If a shareholder appoints someone else as their proxy, that proxy will not be able to attend the meeting in person or cast the shareholder's vote.

The business at the AGM will be curtailed to the formal business section only, with no wider presentations on business performance or Q & A.

Should a shareholder have a question that they would have raised at the meeting, the Company is asking that instead of attending the meeting they send it by email to

agm2020@idegroup.com to be received by 5pm on 3 September 2020. To the extent that answers can be given to such questions, answers will be published on the Company's website following the AGM.

In the event that further disruption to the 2020 AGM becomes unavoidable, we will announce any changes to the meeting (such as timing or venue) as soon as practicably possible through the Company's website (www.idegroup.com).

If you would like to vote on the proposed resolutions, you may appoint a proxy in one of the following ways:

- Via the CREST electronic proxy appointment service (for CREST members); or
- By completing the enclosed Form of Proxy and returning it to our registrars Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY, as soon as possible. The form of Proxy must be received by 10.00 am on 2 September 2020, being 48 hours before the AGM (excluding any day or part of a day that is not a working day).

Resolutions

Resolutions 1 to 6 (inclusive) will be proposed as ordinary resolutions. This means that for each of those resolutions to be passed, at least fifty per cent. of the votes cast must be in favour of the resolutions.

Resolution 7 is proposed as a special resolution. This means that for this resolution to be passed, seventy five per cent. or more of the votes cast must be in favour of the resolution.

Resolutions 1 to 5 (inclusive) relate to the receipt of the Directors' and Auditors' Reports; the Company's annual accounts for the financial year ended 31 December 2019; the Remuneration Report; the re-election of Andy Parker who retires by rotation; the election of Sebastian White who was appointed since the last AGM; the appointment of RSM UK Audit LLP as auditors of the Company and the authorisation of the directors of the Company to determine the remuneration of the auditors.

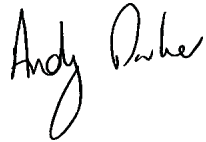
Resolution 6 relates to the authorisation for the directors to allot equity securities up to a maximum nominal value of £3,340,017, this being an amount equal to approximately one third of the aggregate nominal value of the ordinary share capital of the Company in issue on 6 August 2020, being the latest practicable date prior to the publication of the notice of this AGM. This authority will expire on the earlier of 15 months after the passing of the resolution or on the conclusion of the AGM of the Company to be held in 2021.

Resolution 7 deals with the disapplication of shareholder statutory pre-emption rights in order to permit the directors to allot equity securities of up to 40,080,203 shares representing up to approximately 10 per cent. of the issued share capital as at 6 August 2020 for cash without first having to offer them to the Company's existing shareholders. This authority will expire on the earlier of 15 months after the passing of this resolution or on the conclusion of the AGM of the Company to be held in 2021.

Recommendation

Your Board believes that the proposed resolutions are in the best interests of the Company and unanimously recommends that you vote in favour of them.

Yours faithfully

A handwritten signature in black ink that reads "Andy Parker". The signature is written in a cursive, slightly slanted style.

Andy Parker
Non-Executive Chairman

NOTICE OF ANNUAL GENERAL MEETING

of

IDE Group Holdings plc (the "Company") (Registered in Scotland under company number SC368538)

NOTICE IS HEREBY GIVEN that the Annual General Meeting of the Company will be held at 10.00 a.m. on 4 September 2020 at the at Interchange, 81-85 Station Road, Croydon CR0 2RD for the purpose of considering and, if thought fit, passing the following resolutions as ordinary and special resolutions.

Ordinary Resolutions

To consider, and if thought fit, to pass the following resolutions which will be proposed as ordinary resolutions:

- 1 To receive the audited consolidated accounts of the Company and its subsidiaries for the year ended 31 December 2019 together with the Directors' Report, the Remuneration Committee Report and the Auditors' Report on those accounts.
- 2 To approve the Remuneration Committee Report for the year ended 31 December 2019.
- 3 To elect Sebastian Jake Golder White as a director of the Company, who was appointed by the board since the last annual general meeting.
- 4 To re-elect Andrew George Parker as a director of the Company, who retires by rotation.
- 5 To appoint RSM UK Audit LLP as auditors to hold office from the conclusion of the Annual General Meeting to the conclusion of the next Meeting at which accounts are laid before the Company, at a remuneration to be determined by the Directors.
- 6 THAT the directors of the Company be and are generally and unconditionally authorised pursuant to section 551 of the Companies Act 2006 (the "**Act**") to exercise all powers of the Company to allot equity securities (as defined in section 560(1) of the Act) in the Company and/or to grant rights to subscribe for or to convert any security into such shares ("**Allotment Rights**"), but so that the maximum amount of equity securities that may be allotted or made the subject of Allotment Rights under this authority are shares with an aggregate nominal value of £3,340,017 representing approximately one third of the Company's current issued share capital, provided that this authority, unless duly renewed, varied or revoked by the Company, will expire on the date being fifteen months from the date of the passing of this resolution or, if earlier, the conclusion of the next annual general meeting of the Company to be held after the passing of this resolution, save that the Company may, before such expiry, make offers or agreements which would or might require shares to be allotted or Allotment Rights to be granted after such expiry and, the directors may allot shares and grant Allotment Rights in pursuance of such an offer or agreement notwithstanding that the authority conferred by this resolution has expired.

Special Resolution

To consider and if thought fit, pass the following resolution which will be proposed as a special resolution:

7 THAT, conditional on the passing of Resolution 6, the directors be and they are hereby empowered pursuant to section 570 of the Act to allot equity securities (within the meaning of section 560 of the Act) for cash, pursuant to the authority conferred by Resolution 6 or by way of a sale of treasury shares as if section 561(1) of the Act did not apply to any such allotment or sale, provided that this power shall be limited to:

7.1 the allotment of equity securities in connection with an offer by way of a rights issue, open offer or other offer:

7.1.1 to the holders of ordinary shares in proportion (as nearly as may be practicable) to their respective holdings; and

7.1.2 to holders of other equity securities as required by the rights of those securities or as the directors otherwise consider necessary,

but subject to such exclusions or other arrangements as the directors may deem necessary or expedient in relation to treasury shares, fractional entitlements, record dates, legal or practical problems in or under the laws of any territory or the requirements of any applicable regulatory body or stock exchange;

7.2 the allotment (otherwise than pursuant to sub-paragraph 7.1 above) of equity securities and the sale of treasury shares up to an aggregate nominal amount of £1,002,005 representing approximately 10 per cent. of the Company's current issued share capital,

provided that the power granted by this resolution will expire on the date being fifteen months from the date of the passing of this resolution or, if earlier, the conclusion of the next annual general meeting of the Company to be held after the passing of this resolution (unless renewed, varied or revoked by the Company prior to or on such date), save that the Company may, before such expiry, make offers or agreements which would or might require equity securities to be allotted or treasury shares to be sold after such expiry and, the directors may allot equity securities or sell treasury shares in pursuance of such an offer or agreement notwithstanding that the authority conferred by this resolution has expired.

By order of the Board

Andy Parker

Non-Executive Chairman

Registered office of the Company:

24 Dublin Street Edinburgh EH1 3PP

Explanatory Notes:

1. Entitlement to vote

The Company specifies that only those members registered on the Company's register of members at 10.00 a.m. on 2 September 2020; or, if this General Meeting is adjourned, at 10.00 a.m. on the day two days prior to the adjourned meeting, shall be entitled to vote at the Annual General Meeting.

2. Appointment of proxies

If you are a member of the Company at the time set out in note 1 above, you are entitled to appoint a proxy to exercise all or any of your rights to attend, speak and vote at the Annual General Meeting and you should have received a proxy form with this notice of meeting.

You can only appoint a proxy using the procedures set out in these notes and the notes to the proxy form. A proxy does not need to be a member of the Company but must attend the Annual General Meeting to represent you. Details of how to appoint the Chairman of the Annual General Meeting or another person as your proxy using the proxy form are set out in the notes to the proxy form. If you wish your proxy to speak on your behalf at the Annual General Meeting you will need to appoint your own choice of proxy (not the Chairman) and give your instructions directly to them.

You may appoint more than one proxy provided each proxy is appointed to exercise rights attached to different shares. You may not appoint more than one proxy to exercise rights attached to more than one share. To appoint more than one proxy please refer to the notes on the Form of Proxy.

A vote withheld is not a vote in law, which means that the vote will not be counted in the calculation of votes for or against the resolution. If no voting indication is given, your proxy will vote (or abstain from voting) at his or her discretion, your proxy will vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is put before the Annual General Meeting.

3. Appointment of proxy using hard copy proxy form

The notes to the proxy form explain how to direct your proxy how to vote on each resolution or withhold their vote. To appoint a proxy using the proxy form, the form must be:

- completed and signed;
- sent or delivered to Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY; and
- received by Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY no later than 10.00 a.m. on 2 September 2020.

In the case of a member which is a company, the proxy form must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company.

Any power of attorney or any other authority under which the proxy form is signed (or a duly certified copy of such power or authority) must be included with the proxy form.

4. Appointment of proxy by joint members

In the case of joint holders, where more than one of the joint holders purports to appoint a proxy, only the appointment submitted by the most senior holder will be accepted. Seniority is determined by the order in which the names of the joint holders appear in the Company's register of members in respect of the joint holding (the first-named being the most senior).

5. Changing proxy instructions

To change your proxy instructions simply submit a new proxy appointment using the methods set out above. Note that the cut-off time for receipt of proxy appointments (see above) also apply in relation to amended instructions; any amended proxy appointment received after the relevant cut-off time will be disregarded.

Where you have appointed a proxy using the hard-copy proxy form and would like to change the instructions using another hard-copy proxy form, please contact Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY.

If you submit more than one valid proxy appointment, the appointment received last before the latest time for the receipt of proxies will take precedence.

6. Termination of proxy appointments

In order to revoke a proxy instruction, you will need to inform the Company using the following method:

By sending a signed hard copy notice clearly stating your intention to revoke your proxy appointment to Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY. In the case of a member which is a company, the revocation notice must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company. Any power of attorney or any other authority under which the revocation notice is signed (or a duly certified copy of such power or authority) must be included with the revocation notice.

The revocation notice must be received by Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY no later than 10.00 a.m. on 2 September 2020.

If you attempt to revoke your proxy appointment but the revocation is received after the time specified then, subject to the paragraph directly below, your proxy appointment will remain valid.

Appointment of a proxy does not preclude you from attending the Annual General Meeting and voting in person. If you have appointed a proxy and attend the Annual General Meeting in person, your proxy appointment will automatically be terminated.

7. Submission of proxy electronically

CREST members who wish to appoint a proxy or proxies through the CREST proxy appointment

service may do so for the Annual General Meeting (and any adjournment thereof) by following the procedures described in the CREST Manual. CREST personal members or other CREST sponsored members (and those CREST members who have appointed a voting service provider) should refer to their CREST sponsor or voting service provider, who will be able to take the appropriate action on their behalf.

In order for a proxy appointment or instruction made by means of CREST to be valid, the appropriate CREST message (a 'CREST Proxy Instruction') must be properly authenticated in accordance with Euroclear UK & Ireland Limited's ('Euroclear') specifications and must contain the information required for such instructions, as described in the CREST Manual. The message (regardless of whether it relates to the appointment of a proxy, the revocation of a proxy appointment or to an amendment to the instruction given to a previously appointed proxy) must, in order to be valid, be transmitted so as to be received by the Issuers Agent (ID 3RA50) by the latest time(s) for receipt of proxy appointments specified in note 3 above. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Applications Host) from which the Issuers Agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time any change of instructions to proxies appointed through CREST should be communicated to the appointee through other means.

CREST members (and, where applicable, the CREST sponsors or voting service providers) should note that Euroclear does not make available special procedures in CREST for any particular messages. Normal system timings and limitations will therefore apply in relation to the input of CREST Proxy Instructions. It is the responsibility of the CREST member concerned to take (or if the CREST member is a CREST personal member or sponsored member or has appointed a voting service provider, to procure that his or her CREST sponsor or voting service provider takes) such action as shall be necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members (and, where applicable, their CREST sponsors or voting service providers) are referred, in particular, to those sections of the CREST Manual (available at www.euroclear.com/CREST) concerning practical limitation of the CREST system and timings.

The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001 (as amended).

8. Notwithstanding the information contained in notes 1 to 7 above and the rights of shareholders set out in the Act and the Company's Articles of Association, given the current government guidelines in respect of the coronavirus situation **shareholders should not attend the Annual General Meeting in person** this year and the Board's strong recommendation is that shareholders instead submit proxy votes appointing the Chairman of the Annual General Meeting as your proxy. Shareholders should bear in mind that any shareholder (or proxy appointed by a shareholder other than the Chairman) who does travel and seek to attend the AGM in person is likely to be denied access based on the prevailing circumstances and, as a result, will not be able to participate in the business to be transacted at the Annual General Meeting. This is in order to ensure the health and safety of shareholders and IDE staff, which is our paramount concern.