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## Notice of Annual General Meeting for the year ended 31 December 2020

### Journeo plc (the “Company”)

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**NOTICE IS HEREBY GIVEN** that the Annual General Meeting of the Company will be held at the registered office, 12 Charter Point Way, Ashby de la Zouch LE65 1NF, at 10.30 a.m. on 21 April 2021 for the purpose of considering and, if thought fit, passing the following resolutions. It is intended to propose resolution 6 as a special resolution. All other resolutions will be proposed as ordinary resolutions.

The Annual General Meeting typically provides an opportunity for you to meet with your Directors, for them to provide an update on the Company’s business and to answer your questions. We would normally therefore encourage you to attend the meeting in person. However, due to the need to observe the UK Government’s current guidance on social distancing, and in light of the laws restricting individuals’ ability to meet with others to help prevent the spread of Covid-19, the Annual General Meeting will be run as a closed meeting and shareholders will not be able to attend in person. Shareholders attempting to attend the meeting will be refused admission. The Board strongly encourages you to submit your vote in advance of the meeting via the means set out in the Notice of Annual General Meeting.

For this Annual General Meeting, you will not receive a form of proxy in the post. Instead, you will find instructions in the “notes” to Notice of Meeting to enable you to vote electronically and how to register to do so. To register, you will need your Investor Code, which can be found on your share certificate. You may request a paper form of proxy from our Registrar, Link Group. Proxy votes should be submitted as early as possible and in any event by no later than 10.30 a.m. on 19 April 2021 being 48 hours before the time appointed for the holding of the Annual General Meeting.

**THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt as to what action to take, you should consult your stockbroker, solicitor, accountant or other appropriate independent professional adviser authorised under the Financial Services and Markets Act 2000. If you have sold or otherwise transferred all of your shares in the Company, please forward this document and accompanying Form of Proxy to the person through whom the sale or transfer was effected, for transmission to the purchaser or transferee.**

## Notice of Annual General Meeting

To consider and, if thought fit, to pass the following resolutions:

### Ordinary resolutions

1. To receive the Company's annual accounts (including the Directors' Remuneration Report) for the financial year ended 31 December 2020, together with the reports of the Directors and auditor thereon.
2. To re-appoint Mark Elliott, whose biographical details are set out on page 30 of the Company's Annual Report for 2020, who retires by rotation pursuant to Article 106 of the Company's Articles of Association, as a Director of the Company.
3. To re-appoint Cooper Parry Group Limited as the auditor of the Company.
4. To authorise the Directors to set the remuneration of the auditor.
5. That the Directors shall have general and unconditional authority for the purpose of section 551 of the Companies Act 2006 (the "2006 Act") to exercise all powers of the Company to allot shares in the Company and to grant rights to subscribe for or to convert any security into shares in the Company up to a maximum nominal amount of £187,500 (being approximately 33% of the present nominal issued share capital of the Company) provided that such authority shall expire on the next Annual General Meeting of the Company to be held in 2022 or 21 July 2022, whichever is the earlier, unless previously renewed, varied or revoked by the Company in General Meeting and the Directors shall be entitled under the authority hereby conferred or under any renewal thereof to make at any time prior to the expiry of such authority any offer or agreement, which would or might require such shares to be allotted or rights to subscribe for or to convert securities into shares in pursuance of such offer or agreement as if the authority conferred by this resolution had not expired. This authority is in substitution for all previous authorities conferred on the Directors in accordance with section 551 of the 2006 Act.

### Special resolution

6. That a general meeting of the Company (other than an Annual General Meeting) may be called on not less than 14 clear days' notice.

By order of the Board

### Nick Lowe

12 Charter Point Way  
Ashby-de-la-Zouch  
LE65 1NF

29 March 2021

### Notes

1. Pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001, the Company specifies that in order to have the right to attend and vote at the Annual General Meeting (and also for the purpose of determining how many votes a person entitled to attend and vote may cast), a person must be entered on the register of members of the Company at close of business on 19 April 2021 or, in the event of any adjournment, at the date and time which is not more than 48 hours before the day of the adjourned meeting. For the purposes of this calculation any part of a day that is a non-working day is excluded. Changes to entries on the register of members after this time shall be disregarded in determining the rights of any person to attend or vote at the meeting.
2. Shareholders are recommended to vote their shares electronically at [www.signalshares.com](http://www.signalshares.com). On the home page, search "Journeo plc" and then register or log in, using your Investor Code. To vote at the AGM, click on the "Vote Online Now" button. Electronic votes and proxy votes should be submitted as early as possible and, in any event, to be received by no later than 10.30 a.m. on 19 April 2021. Any power of attorney or other authority under which the proxy is submitted must be sent to the Company's Registrar (Link Group, 10th Floor, Central Square, 29 Wellington Street, Leeds LS1 4DL) so as to have been received by the Company's Registrars by not later than 10.30 a.m. on 19 April 2021 (or 48 hours (excluding weekends and public holidays) before the time appointed for any adjournment of it). You are entitled to request a hard copy form of proxy directly from the Registrar, Link Groups. If a paper form of proxy is requested from the Company's Registrar, it must be completed and sent to the Company's Registrar (Link Group, 10th Floor, Central Square, 29 Wellington Street, Leeds LS1 4DL) so as to have been received by the Company's Registrars by not later than 10.30 a.m. on 19 April 2021 (or 48 hours (excluding weekends and public holidays) before the time appointed for any adjournment of it).

3. CREST members who wish to appoint a proxy or proxies through the CREST electronic proxy appointment service may do so for the Annual General Meeting and any adjournment thereof by using 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(s) should refer to their CREST sponsor or voting service provider(s), who will be able to take that 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 (EUI) 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 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 issuer's agent (ID: RA10) by the latest time(s) for receipt of proxy appointments specified in this Notice of Annual General Meeting. 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 issuer's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST.

CREST members and, where applicable, their CREST sponsors or voting service providers should note that EUI 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 therefore 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(s), to procure that his or her CREST sponsor or voting service provider(s) take(s)) 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 provider(s) are referred, in particular, to those sections of the CREST Manual concerning practical limitations of the CREST system and timings.

4. The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5) of the Uncertified Securities Regulations 2001.
5. Any corporation which is a member can appoint one or more corporate representatives who may exercise on its behalf all of its powers as a member provided that they do not do so in relation to the same shares.
6. Copies of Executive Directors' service agreements and copies of the terms and conditions of appointment of Non-executive Directors are available for inspection at the Company's registered office from the date of this Notice until the close of the Annual General Meeting (Saturdays, Sundays and public holidays excepted) and will be available for inspection at the place of the meeting for at least 15 minutes prior to the meeting as well as during the meeting.
7. As at 28 March 2021 (being the last practicable date prior to the publication of this Notice) the Company's issued share capital consists of 8,741,250 Ordinary Shares of 6.5p each, carrying one vote each. Therefore, the total voting rights in the Company as at that date are 8,741,250.
8. You may not use any electronic address (within the meaning of Section 333(4) of the Companies Act 2006) provided in this Notice of Annual General Meeting (or in any related documents including the Chairman's letter and Form of Proxy) to communicate with the Company for any purposes other than those expressly stated.

## **Explanatory notes of certain business**

### **Resolution 6**

Changes made to the Companies Act 2006 by the Companies (Shareholders' Rights) Regulations 2009 increase the notice period required for general meetings of the Company to at least 21 clear days unless shareholders approve a shorter notice period, which cannot, however, be less than 14 clear days (Annual General Meetings will continue to be held on at least 21 clear days' notice).

Until the coming into force of the Companies (Shareholders' Rights) Regulations 2009 on 3 August 2009, the Company was able to call general meetings other than an Annual General Meeting on at least 14 clear days' notice without obtaining such shareholder approval. In order to preserve this ability, resolution 6 seeks the necessary shareholder approval. The approval will be effective until the Company's next Annual General Meeting, when it is intended that a similar resolution will be proposed.

The flexibility offered by this resolution will be used where, taking into account the circumstances, the Directors consider this appropriate in relation to the business to be considered at the meeting.

Note that the changes to the Companies Act 2006 mean that, in order to be able to call a general meeting on less than 21 clear days' notice, the Company must make a means of electronic voting available to all shareholders for that meeting.

### **Recommendation**

Your Directors believe that all the proposed resolutions to be considered at the Annual General Meeting as set out in this document are in the best interests of the Company and its shareholders as a whole. Accordingly, your Directors unanimously recommend that you vote in favour of them as they intend to do in respect of their own beneficial holdings amounting in aggregate to 440,000 Ordinary Shares, representing approximately 5.0% of the current issued share capital of the Company at the date of this document.