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STRICTLY PRIVATE AND CONFIDENTIAL

28 October 2025

To employees of Idox PLC and its subsidiary undertakings (the “**Idox Group**”)

STATEMENT REGARDING OFFER FOR IDOX PLC

Dear Employee

In accordance with Rule 2.11 (b) of the City Code on Takeovers and Mergers (the “**Code**”), you will find on the offer microsite on the Company's website <https://www.idoxgroup.com/investors/> a copy of the announcement released by Idox on 28 October 2025 (the “**Announcement**”) that the board of directors of Frankel UK Bidco Limited (registered number: 16802556) (“**Bidco**”) and Idox have reached agreement on the terms of a recommended cash offer of Idox by Bidco pursuant to which Bidco will acquire the entire issued and to be issued share capital of Idox (the “**Offer**”). This letter is not to be taken as a summary of the information in the Announcement and should not be regarded as a substitute for reading the Announcement in full. The Announcement also includes a summary of the provisions of Rule 8 of the Code. It is expected that the Offer will be implemented by way of a scheme of arrangement under Part 26 of the Companies Act 2006.

We will make further announcements when appropriate.

Opinion of employee representatives

Idox Group employees should be aware of their right to appoint representatives, and the right of such of their representatives under Rule 25.9 of the Code to have a separate opinion on the effects of the Offer on employment appended to any circular that may be published by Idox in accordance with Rule 25.1 of the Code. If any such opinion is not received in good time before publication of a circular (and provided that it is received no later than 14 days after the date on which the offer is declared wholly unconditional) then Idox will publish the opinion on the Idox website and announce that it has been published via an RNS announcement. Idox will also be responsible for the costs reasonably incurred by the employee representatives in obtaining the advice required for the verification of the information contained in their opinion and the costs of the publication of any such opinion received.

Responsibility

The Idox directors accept responsibility for the information (including any expressions of opinion) contained in this letter. To the best of the knowledge and belief of the Idox directors (who have taken all reasonable care to ensure that such is the case), the information contained in this letter is in accordance with the facts and does not omit anything likely to affect the import of such information.

Addresses may be provided to Bidco

Please note that addresses, electronic addresses and certain other information provided by you for the receipt of communications from Idox (e.g. elections to receive communications in a particular form) may be provided to Bidco during the offer period as required under Section 4 of Appendix 4 of the Code.

This letter and the Announcement will be available, subject to certain restrictions relating to persons resident in restricted jurisdictions, on the offer microsite on the Company's website at <https://www.idoxgroup.com/investors/> by no later than 12 noon (London time) on the business day following the date of this letter, so that it is readily available to you. The content of the website referred to in this letter is not incorporated into and does not form part of this letter.



Although this notification may appear formal it is a necessary requirement of the Code that the Company must comply with. Idox Group employees should be assured that we will work with you to ensure compliance with the Code and that our employees fully understand the impact and process that we must go through over the coming months.

If you have any queries in relation to this letter, you should contact me on companysecretary@idoxgroup.com without delay.

Yours faithfully

David Meaden
Chief Executive Officer
Idox plc