

7 March 2025

Idox plc
('Idox' or the 'Group' or the 'Company')

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES ("PDMRS")

Idox plc (AIM: IDOX), a leading supplier of specialist information management software and geospatial data solutions to the public and asset intensive sectors, announces that, on 7 March 2025 the following PDMRs (the "Grantees") received conditional awards over the number of Ordinary Shares each in the Company ("Ordinary Shares") shown below (the "Awards"), in accordance with the rules of the Long Term Incentive Plan 2023 ("2023 LTIP").

Standard Award

Name of Director/PDMR	Number of Shares Awarded	Type of Award
David Meaden	599,110	Conditional
Anoop Kang	470,729	Conditional
Jonathan Legdon	470,729	Conditional

The vesting and holding period of each Award is subject to the rules of the 2023 LTIP and the Grantee agreeing to be bound by the terms of their Award.

The Awards will normally vest on the third anniversary of the grant date. No consideration is payable by grantees on either the grant or vesting of the Awards.

Three independent performance conditions will be used:

- o Absolute TSR (50% weighting)
- o Adjusted EPS (25% weighting)
- o Revenue (25% weighting)

The performance condition applying to half of the Awards (the "TSR Part") will measure the Company's absolute total shareholder return ("TSR") performance over a three-year period. The measurement period for the Awards shall comprise three consecutive financial years of the Company, starting with the 2025 financial year. No portion of the TSR Part will vest unless the Company's TSR performance achieves a 5% CAGR over the measurement period at which point 18.75% of the TSR Part will vest, rising to a 10% CAGR on a straight-line basis at which point 75% of the TSR Part will vest and thereafter on a straight-line basis to 100% vesting for the Company's TSR performance achieving a 12% CAGR over the measurement period.

The performance condition applying to a separate quarter of the Awards (the "EPS Part") will measure the Company's adjusted earnings per share performance over a three-year measurement period starting with the 2025 financial year. No portion of the EPS Part will vest unless the Company's adjusted EPS for the 2027 financial year is 2.94p at which point 18.75% of the EPS Part will vest, rising to 3.27p on a straight-line basis at which point 75% of the EPS Part will vest and thereafter on a straight-line basis to 100% vesting for the Company's EPS for the 2027 financial year being 3.33p.

The performance condition applying to a separate quarter of the Awards (the "Revenue Part") will measure the company's revenue performance over a three-year measurement period starting with the 2025 financial year. No portion of the Revenue Part will vest unless the Company's revenue for the 2027 financial year is £104.33m, at which point 18.75% of the Revenue part will vest, rising to £110.35m on a straight-line basis at which point 75% of the Revenue Part will vest

and thereafter on a straight-line basis to 100% vesting for the Company's revenue for the 2027 financial year being £113.44m.

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	David Meaden
2.	Reason for the notification	
a.	Position/status	Chief Executive Officer
b.	Initial notification /Amendment	Initial Notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a.	Name	Idox plc
b.	LEI	213800Z3FE6PWVSUGE70
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
b.	Nature of the transaction	Conditional Award of Ordinary Shares
c.	Price(s) and volume(s)	Price(s) Volume(s) n/a 599,110
d.	Aggregated information · Aggregated volume · Price	Price(s) Volume(s) n/a 599,110
e.	Date of the transaction	7 March 2025
f.	Place of the transaction	Outside a trading venue

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Anoop Kang
2.	Reason for the notification	
a.	Position/status	Chief Financial Officer
b.	Initial notification /Amendment	Initial Notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a.	Name	Idox plc
b.	LEI	213800Z3FE6PWVSUGE70
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
b.	Nature of the transaction	Conditional Award of Ordinary Shares
c.	Price(s) and volume(s)	Price(s) Volume(s) n/a 470,729
d.	Aggregated information · Aggregated volume · Price	Price(s) Volume(s) n/a 470,729
e.	Date of the transaction	7 March 2025
f.	Place of the transaction	Outside a trading venue

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Jonathan Ledgon
2.	Reason for the notification	
a.	Position/status	Chief Operating Officer
b.	Initial notification /Amendment	Initial Notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a.	Name	Idox plc
b.	LEI	213800Z3FE6PWVSUGE70
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
b.	Nature of the transaction	Conditional Award of Ordinary Shares
c.	Price(s) and volume(s)	Price(s) Volume(s) n/a 470,729
d.	Aggregated information · Aggregated volume · Price	Price(s) Volume(s) n/a 470,729

d.	Aggregated volume Price	n/a	470,729
e.	Date of the transaction	7 March 2025	
f.	Place of the transaction	Outside a trading venue	

The relevant notifications set out below are provided in accordance with the requirements of Article 19 of the EU Market Abuse Regulation.

For further information please contact:

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About Idox plc

For more information see www.idoxplc.com @Idoxgroup

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