

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt as to the action you should take, you should immediately consult your stockbroker, bank manager, solicitor, accountant or other independent professional adviser duly authorised under the Financial Services and Markets Act 2000.

If you have sold or otherwise transferred all of your shares in Tekmar Group plc, please send this document and the enclosed form of proxy 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 delivery to the purchaser or transferee.

Tekmar Group plc

(incorporated and registered in England and Wales under the Companies Act 2006 with registered number 11383143)

Notice of Annual General Meeting

LETTER FROM THE CHAIRMAN

Dear Shareholder

Please find enclosed the notice of this year's Annual General Meeting (the "**AGM**" or "**Meeting**") for shareholders of Tekmar Group plc (the "**Company**") which will be held at Muckle LLP, Time Central, 32 Gallowgate, Newcastle-upon-Tyne, NE1 4BF on 31 March 2026 at 1.00 p.m. (the "**Notice**").

This meeting is the main opportunity each year for the Directors to engage with shareholders, answer your questions and listen to your views.

This document also includes Explanatory Notes, explaining the resolutions that are being proposed at the AGM and Shareholder Notes regarding the arrangements for the AGM and for voting on the proposed resolutions.

Recommendation

Your Directors believe that the resolutions in the notice of AGM are in the best interests of the Company and shareholders as a whole. Accordingly, they unanimously recommend that you vote in favour of each resolution, as those who are shareholders intend to do in respect of their own beneficial holdings in the Company.

Yours faithfully

Steve Lockard

Chairman

Tekmar Group plc

6 March 2026

Tekmar Group plc

(incorporated and registered in England and Wales under the Companies Act 2006 with registered number 11383143)

Notice of Annual General Meeting

Notice of the Annual General Meeting of Tekmar Group plc to be held on Tuesday 31 March 2026 at 1.00 p.m. at Muckle LLP, Time Central, 32 Gallowgate, Newcastle-upon-Tyne, NE1 4BF.

Please submit a completed proxy form as soon as possible, but in any event by no later than 1.00 p.m. on 27 March 2026. Details of how to appoint a proxy are set out in the Shareholder Notes below.

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Key Dates

Date of notice	6 March 2026
Latest time for receipt of proxy forms	1.00 p.m. on 27 March 2026
Annual General Meeting	1.00 p.m. on 31 March 2026

NOTICE OF ANNUAL GENERAL MEETING 2026

Notice is hereby given that the Annual General Meeting of Tekmar Group plc (the “**Company**”) will be held at Muckle LLP, Time Central, 32 Gallowgate, Newcastle-upon-Tyne, NE1 4BF at 1.00 p.m. on Tuesday 31 March 2026 to consider and, if thought fit, pass the resolutions below.

Ordinary Business

To consider and, if thought fit, to pass the following resolutions numbered 1 to 10 (inclusive) as ordinary resolutions of the Company:

1. To receive the accounts for the accounting period ended on 30 September 2025 together with the reports of the Directors and auditor thereon.
2. To re-elect David Miller Kemp as a Director of the Company.
3. To re-elect Lars Bondo Krogsgaard as a Director of the Company.
4. To elect Philip Nicholas Lanigan as a Director of the Company, who was appointed to the board on 22 August 2025, and in accordance with the Company’s articles of association is eligible for election.
5. To re-elect Steve Lockard as a Director of the Company.
6. To re-elect Richard John Turner as a Director of the Company.
7. To re-elect Colin Ian Welsh as a Director of the Company.
8. To re-elect David Phillip Wilkinson as a Director of the Company.
9. To re-appoint Grant Thornton UK LLP as auditor of the Company, to hold office until the conclusion of the next meeting at which accounts are laid before the Company.
10. To authorise the Directors to determine the remuneration of the auditor of the Company.

To transact any other ordinary business of the Company.

Special Business

To consider and, if thought fit, to pass the following resolutions which, in the case of resolution 11 will be proposed as an ordinary resolution and, in the case of resolutions 12 and 13 will each be proposed as a special resolution:

11. That, in accordance with section 551 of the Companies Act 2006, the Directors be and are generally and unconditionally authorised to exercise all the powers of the Company to allot shares in the Company and / or to grant rights to subscribe for or to convert any security into shares in the Company:

11.1. up to an aggregate nominal amount of £465,124; and

11.2. comprising equity securities (as defined in Section 560(1) of the Companies Act 2006) up to an additional aggregate nominal amount of £465,124 provided that they are offered by way of a rights issue:

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

11.2.2. to holders of other equity securities as required by the rights of those securities or subject to such rights as the Directors otherwise consider necessary

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 regulatory body or stock exchange or by virtue of shares being represented by depositary receipts or any other matter.

Provided that the authorities conferred on the directors under paragraphs 11.1 and 11.2 shall:

- (a) unless renewed, varied or revoked by the Company, expire on (i) the date falling 15 months after the passing of this resolution or (ii) at the conclusion of the next annual general meeting of the Company to be held in 2027, whichever is the sooner, save that the Company may,

before such expiry, make offers or agreements which would or might require shares in the Company to be allotted and the Directors may allot shares in pursuance of such offer or agreement notwithstanding that the authority conferred by this resolution has expired or been revoked or varied; and

- (b) revoke and replace all unexercised authorities previously granted to the Directors to allot shares in the Company (but shall not prejudice any allotment of shares or grant of rights already made, offered or agreed to be made pursuant to such authorities).
12. That, if resolution 11 set out in the notice of this Meeting is passed, the Directors be authorised to allot equity securities (as defined in the Companies Act 2006) for cash under the authority given by that resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be limited:
- (A) the allotment of equity securities in connection with an offer by way of a rights issue (a) to holders of ordinary shares in proportion (as nearly as may be practicable) to their respective holdings and (b) 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 to deal with treasury shares, fractional entitlements or any legal or practical problems arising under the laws of any territory or the requirements of any regulatory body or stock exchange or by virtue of shares being represented by depositary receipts or any other matter; and
 - (B) to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph (A) above) up to a nominal amount of £139,551; and
 - (C) to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph (A) or paragraph (B) above) up to a nominal amount equal to 20 per cent. of any allotment of equity securities or sale of treasury shares from time to time under paragraph (B) above, such authority to be used only for the purposes of making a follow-on offer which the Directors determines to be of a kind contemplated by paragraph 3 of Section 2B of the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice,

such authority to expire at the end of the next Annual General Meeting of the Company (or, if earlier, at the close of business on 30 June 2027) but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

13. That, if resolution 11 set out in the notice of this Meeting is passed, the Directors be authorised, in addition to any authority granted under resolution 12 set out in the notice of this Meeting, to allot equity securities (as defined in the Companies Act 2006) for cash under the authority given by that resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be:
- (A) limited to the allotment of equity securities or sale of treasury shares up to a nominal amount of £139,551 such authority to be used only for the purposes of financing (or refinancing, if the authority is to be used within 12 months after the original transaction) a transaction which the Directors determines to be either an acquisition or a specified capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice; and
 - (B) limited to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph (A) above) up to a nominal amount equal to 20 per cent. of any allotment of equity securities or sale of treasury shares from time to time under paragraph (A) above, such authority to be used only for the purposes of making a follow-on offer which the Directors determines to be of a kind contemplated by paragraph 3 of Section 2B of the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice,

such authority to expire at the end of the next AGM of the Company (or, if earlier, at the close of business on 30 June 2027) but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

By order of the Board

Tallulah Whitewood-Spedding

Company Secretary

6 March 2026

Tekmar Group plc (CRN: 11383143)

Registered office:

Grindon Way, Aycliffe Business Park, Newton Aycliffe, England, DL5 6SH.

Explanatory Notes to the Resolutions

Ordinary Business

The Directors are required under the Companies Act 2006 to lay the Company's accounts and annual reports before the Company in a general meeting. **Resolution 1** is proposed as an ordinary resolution to receive the Company's annual report and accounts for the financial period ended 30 September 2025, which have been made available to shareholders in advance of the Annual General Meeting.

Resolutions 2 – 8 are proposed as ordinary resolutions and relate to the re-election of Directors of the Company. Philip Nicholas Lanigan has been appointed to the Board since the last Annual General Meeting of the Company and so, in accordance with the requirements of the articles of association of the Company, is offering himself for election at this AGM.

Although the Company's articles of association do not require them to do so, all of the remaining Directors are standing for re-election as directors of the Company, in accordance with the principles of the QCA Corporate Governance Code (2023) and the standard of good corporate governance now being adopted by many companies on AIM.

The Chair is satisfied, having considered the performance of and contribution made by each member of the Board, that each Director continues to deliver effective performance and commitment in his role.

Biographical details of the Directors are set out on the Company's website at <https://investors.tekmar.co.uk/about/board-of-directors/>

The Company is required to appoint its auditor at each general meeting at which its accounts and reports are presented to shareholders. **Resolution 9** is proposed as an ordinary resolution to approve the re-appointment of Grant Thornton UK LLP as an auditor of the Company.

Resolution 10 is proposed as an ordinary resolution to authorise the Directors to agree the auditor's remuneration.

Special Business

The Companies Act 2006 provides that Directors shall only allot unissued shares with the authority of shareholders in general meeting. **Resolution 11** will be proposed as an ordinary resolution to grant the Directors general authority to allot shares or to grant subscription or conversion rights up to a maximum nominal value of £930,249 (representing approximately two thirds of the existing share capital of the Company, as at 5 March 2026 (being the last practicable date prior to the publication of the Notice of AGM), but subject to the proviso that half of such sum (being one third of the existing share capital of the Company, with an aggregate nominal value of £465,124) may only be allotted in connection with a rights issue. This authority is in line with institutional guidelines issued and within the guideline limits, which support an authority for Directors to be permitted to allot up to two thirds of the existing issued share capital, provided that any amount over one third of the existing issued share capital will be applied for rights issues on a fully pre-emptive basis only.

The Board has no present intention of exercising this authority. This authority will, unless renewed, varied or revoked by the Company, expire on the date 15 months from the passing of the resolution, or, at the conclusion of the next AGM of the Company, whichever is sooner, except insofar as commitments to allot ordinary shares have been entered into before that date.

The Companies Act 2006 also provides that any allotment of new shares for cash must be made pro rata to individual shareholders' holdings, unless such provisions are disapplied under Section 570 of the Companies Act 2006. **Resolutions 12 and 13** will each be proposed as special resolutions to grant the Directors authority to allot equity securities for cash, in certain circumstances, without first offering them to shareholders pro rata to their existing holdings.

The authority proposed in **Resolution 12** would be limited to:

- (A) pre-emptive offers, including rights issues or open offers and offers to holders of other equity securities if required by the rights of those securities, or as the Directors otherwise consider necessary;
- (B) otherwise, allotments up to an aggregate nominal amount of £139,551 representing approximately 10 per cent of the current issued ordinary share capital of the Company (excluding any treasury shares), as at 5 March 2026 (being the last practicable date prior to the publication of the Notice of AGM); and
- (C) allotments up to an additional aggregate nominal amount equal to 20 per cent of any allotments made under paragraph (B) above (i.e. a maximum of 2 per cent) such authority to be used only for the purpose of making a follow-on offer of a kind contemplated by Section 2B of the Pre-Emption Group's Statement of Principles 2022.

Resolution 13 is proposed to give the Directors flexibility to make non pre-emptive issues of ordinary shares provided that such power is only used in connection with the financing or refinancing of an acquisition or specified capital investment as contemplated by the Pre-Emption Group's Statement of Principles 2022. The authority proposed in Resolution 13 is in addition to the authority proposed in Resolution 12 and would be limited to:

- (A) allotments up to an aggregate nominal amount of £139,551 representing approximately an additional 10 per cent of the current issued ordinary share capital of the Company (excluding any treasury shares), as at 5 March 2026 (being the last practicable date prior to the publication of the Notice of AGM); and
- (B) allotments up to an additional aggregate nominal amount equal to 20 per cent of any allotments made under paragraph (A) above (i.e. a maximum of 2 per cent), such authority to be used only for the purpose of making a follow-on offer of a kind contemplated by Section 2B of the Pre-Emption Group's Statement of Principles 2022.

The authority sought in Resolutions 12 and 13 and the limits on the proposed authority are in accordance with the Pre-Emption Group's Statement of Principles 2022. If the authority sought by Resolutions 12 and 13 are used in relation to a non pre-emptive offer, the Directors confirm that it is their intention to follow the shareholder protections set out in paragraph 1 of Part 2B of the Pre-Emption Group's Statement of Principles 2022, and, where applicable, follow the expected features of any follow-on offer as set out in paragraph 3 of Part 2B of the Pre-Emption Group Statement of Principles 2022.

In accordance with the Pre-Emption Group Statement of Principles 2022, the authority sought in Resolutions 12 and 13 will expire on the earlier of (i) the conclusion of the Annual General Meeting of the Company to be held in 2027 or (ii) 15 months from the after the passing of the resolutions, being 30 June 2027.

Shareholder Notes to the Notice of Annual General Meeting

Entitlement to attend and vote

1. Pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001, the Company specifies that only those shareholders registered in the Company's register of members at 6.30 p.m. on 27 March 2026, or, if this meeting is adjourned, at 6.30 p.m. two days prior to the adjourned meeting, shall be entitled to vote at the meeting. Changes to the register of members after the relevant deadline shall be disregarded in determining the rights of any person to attend and vote at the Meeting.

Appointment of proxy

2. If you are a shareholder who is entitled to vote at the meeting, you are entitled to appoint a proxy to exercise all or any of your rights to vote at the meeting. You can only appoint a proxy using the procedures set out in these notes and the notes to the Form of Proxy. Appointment of a proxy will not preclude you from attending the Meeting and voting in person. If you have appointed a proxy and attend the Meeting in person, your proxy appointment will automatically be terminated.
3. A proxy does not need to be a shareholder of the Company but must attend the Meeting to represent you. If you wish your proxy to speak on your behalf at the Meeting you will need to appoint your own choice of proxy (not the Chairman of the Meeting) and give your instructions directly to them. You are recommended to appoint the Chairman of the Meeting as your proxy, in case a person who you choose to appoint is unable to attend the AGM, in which case they would not be able to cast any votes on your behalf.
4. If you do not give your proxy an indication of how to vote on any resolution, 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 Meeting.
5. In the case of joint holders, where more than one of the joint holders completes a proxy appointment, 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).
6. To appoint more than one proxy, you should photocopy the Form of Proxy. You must complete a separate Form of Proxy for each proxy unless you are appointing your proxies electronically in which case please refer to the notes below. Please indicate in each case, next to the proxy's name, the number of shares in relation to which you authorise them to act as your proxy. If you are appointing multiple proxies, a failure to specify the number of shares each proxy appointment relates to, or specifying a number of shares in excess of those held by the member (either on any Form of Proxy or in aggregate on multiple Forms of Proxy) on the date referred to in Note 1, will result in the proxy appointments being invalid.
7. The right to appoint a proxy does not apply to persons whose shares are held on their behalf by another person and who have been nominated to receive communication from the Company in accordance with section 146 of the Companies Act 2006 (nominated persons). Nominated persons may have a right under an agreement with the registered shareholder who holds shares on their behalf to be appointed (or to have someone else appointed) as a proxy. Alternatively, if nominated persons do not have such a right, or do not wish to exercise it, they may have a right under such an agreement to give instructions to the person holding the shares as to the exercise of voting rights.

Appointment of proxy using the proxy form

8. If you are completing a personalised proxy form, in order to be valid the Form of Proxy (and any power of attorney or other authority (if any) under which it is signed) must be duly completed and signed and deposited at the office of the Company's registrars, Equiniti Limited at Aspect House, Spencer Road, Lancing, West Sussex BN99 8LU on 27 March 2026 not less than 48 hours before the time for holding the meeting (or any adjourned meeting).

9. In the case of a shareholder 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 submitted with the proxy form.

Appointment of proxy using online

10. It is possible for you to submit your proxy votes online by going to Equiniti's Shareview website, www.shareview.co.uk, and logging in to your Shareview Portfolio. Once you have logged in, simply click 'View' on the 'My Investments' page and then click on the link to vote and follow the on-screen instructions. If you have not yet registered for a Shareview Portfolio, go to www.shareview.co.uk and enter the requested information. It is important that you register for a Shareview Portfolio with enough time to complete the registration and authentication processes.

Appointment of proxy through CREST

11. CREST members who wish to appoint the chair of the meeting as proxy through the CREST electronic proxy appointment service may do so for the Annual General Meeting and any adjournment(s) 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 should refer to their CREST sponsors or voting service provider(s), who will be able to take the appropriate action on their behalf.
12. In order for a proxy appointment or instruction made by means of CREST to be valid, the appropriate CREST Proxy Instruction must be properly authenticated in accordance with Euroclear UK & Ireland Limited's specifications and must contain the information required for such instructions, as described in the CREST Manual. The message must be transmitted so as to be received by the Company's Registrars, Equiniti Limited (CREST Participant ID: RA19), no later than 48 hours before the time appointed for the meeting. For this purpose, the time of receipt will be taken to be the time (as determined by the time stamp applied to the message by the CREST Application Host) from which the Company's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST.
13. CREST members and, where applicable, their CREST sponsor or voting service provider should note that Euroclear UK & Ireland Limited 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 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 sponsor or voting service provider are referred in particular to those sections of the CREST Manual concerning practical limitations of the CREST system and timings.
14. 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.

Appointment of your proxy through Proxymity

15. If you are an institutional investor, you may be able to appoint a proxy electronically via the Proxymity platform, a process which has been agreed by the Company and approved by the Registrar. For further information regarding Proxymity, please go to www.proxymity.io. Your proxy must be lodged by 1.00 p.m. on 27 March 2026 to be considered valid. Before you can appoint a proxy via this process you will need to have agreed to Proxymity's associated terms and conditions. It is important that you read these carefully as you will be bound by them, and they will govern the electronic appointment of your proxy.

Changing proxy instructions

16. To change your proxy instructions simply submit a new proxy appointment using the methods set out in these notes. The deadlines for receipt of proxy appointments as set out above also applies in relation to any amended instructions and any amended proxy appointment received after the relevant cut-off time will be disregarded.

Termination of proxy appointments

17. If you wish to revoke a proxy instruction you will need to: Shareholders may revoke a proxy instruction delivered to the Registrar, but to do so must inform the Company in writing by sending a signed hard copy notice clearly stating their intention to revoke the proxy appointment to Equiniti at Equiniti Limited, Aspect House, Spencer Road, Lancing, West Sussex BN99 8LU on 27 March 2026.
18. In the case of a shareholder 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.
19. The revocation notice must be received by the Company no later than 1.00 p.m. on 27 March 2026.
20. If a shareholder attempts to revoke their proxy appointment but the revocation is received after this time, the original proxy appointment will remain valid unless the shareholder attends the AGM and votes in person, should this be possible.

Communication

21. Except as provided above, shareholders who have general queries about the business of the Meeting should send them in advance to investors@tekmar.co.uk and we will respond to your query directly.

Share capital

22. As at 5 March 2026 (being the last practicable date prior to the publication of this notice), the Company's total issued share capital consisted of 139,551,387 Ordinary Shares, carrying one vote per share. Therefore, the total voting rights in the Company as at that date were 139,551,387.

