

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you are in any doubt about its content and/or the action that you should take, you should consult your stockbroker, bank manager, solicitor, accountant or other independent financial advisor authorised under the Financial Services and Markets Act 2000, as amended, if you are in the United Kingdom or, if not, another appropriately authorised independent financial advisor. If you have sold or transferred all your shares in U and I Group PLC, please send this document and the accompanying documents 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 transferred only part of your holding of shares in U and I Group PLC, please contact your stockbroker, bank or other agent through whom the sale or transfer was effected. In accordance with the Government guidance regarding public gatherings during the Covid-19 pandemic applicable at the time of printing, the Annual General Meeting will be a closed meeting and shareholders are encouraged vote electronically in accordance with the instructions set out in this document. All voting must be complete and received by our registrars no later than 12.00 noon on 8 September 2020.



U AND I GROUP PLC

(incorporated and registered in England and Wales under number 1528784)

**ANNUAL GENERAL MEETING
Thursday 10 September 2020
Notice of Annual General Meeting and Chairman's explanatory letter**

The Notice of the Annual General Meeting is set out on pages 4 to 6 of this circular. Your attention is drawn to the letter of the Chairman of U and I Group PLC on pages 2 and 3 of this document which sets out how this meeting will be conducted in light of the current Covid-19 pandemic.

The following documents are available to be viewed at or downloaded from the U+I website at www.uandiplc.com/investors:

- Annual Report for the financial period ended 31 March 2020.
- Preliminary results presentation for the financial period ended 31 March 2020.
- Notice of Annual General Meeting 2020.

Dear Shareholder,

U and I Group PLC – Annual General Meeting 2020

I am writing to you with details of the 2020 Annual General Meeting of U and I Group PLC (the 'Company'), which we are holding at midday on Thursday 10 September 2020 at the offices of the Company at 7A Howick Place, London, SW1P 1DZ (the 'AGM'). The formal notice of the AGM (the 'Notice') is set out on pages 4 to 6 of this document.

As a consequence of the Covid-19 pandemic, we are making changes to the way in which we conduct this year's AGM. The Board of Directors (the 'Board') is continuously monitoring the ongoing situation with regards to the pandemic and taking action in line with the latest Government guidance on public gatherings. Whilst the AGM is an important event for the Company, the health of our shareholders, workforce and officers is paramount. **In light of the current guidance in place the Board has concluded that shareholders cannot be permitted to attend the AGM in person this year.**

The 2020 AGM will be kept as concise and efficient as possible with the minimum necessary quorum of shareholders in order to conduct the business of the meeting. Unfortunately, any shareholder who does attempt to physically attend the AGM in person will be denied entry. Accordingly, instead of attending this year's AGM, we strongly encourage shareholders to exercise their right to vote by visiting www.signalshares.com and voting electronically by appointing the Chairman as proxy to vote on their behalf. Shareholders should vote as soon as possible and, in any event, by no later than midday on Tuesday 8 September 2020. For more information on how to vote please refer to the notes section on page 7 of this Notice.

The Board would normally welcome the AGM as an opportunity to listen and respond to your questions in person. However, due to the situation in place as a result of the Government guidance, shareholders who do have questions to ask may instead submit these to the Board prior to the AGM by emailing the Company Secretary at info@uandiplc.com with the subject line 'U+I 2020 AGM'. All questions received prior to midday on 8 September will be responded to prior to the meeting and answers will be displayed on the Company's website shortly after the AGM.

We will continue to monitor the evolving impact of the pandemic, and will update shareholders on any changes to arrangements for the AGM through the Regulatory Information Service, particularly regarding any relaxation of the Government guidance, should this be required. Shareholders are also advised to check the Company's website for any further updates.

CREST members who wish to appoint a proxy through the CREST electronic proxy appointment service may do so by using the procedures described in the CREST manual and in accordance with the instructions set out in the notes section on page 7 of this Notice.

Voting on all resolutions at the AGM will be on a poll. On a poll, each shareholder has one vote for every ordinary share held. The results of the poll will be announced shortly after the AGM through a Regulatory Information Service and published on the Company's website at www.uandiplc.com.

Notice of AGM

The formal notice convening this AGM, which sets out the Resolutions being proposed to the meeting, can be found on pages 4 to 6 of this circular. Further explanation of the Resolutions being put to the meeting can be found on pages 174 to 176 of the Annual Report.

Directors

In accordance with the UK Corporate Governance Code all Directors will retire from office and each Director will submit themselves for re-election by shareholders. Biographical details of each Director (as at the date of this Notice) are given on pages 113 to 115 of the Annual Report.

This year the Board undertook an internal Board evaluation led by the Chairman supported by the Company Secretary. Through this process the performance of, and the contribution made by, each Director during the period to 31 March 2020 was considered. The Board remains satisfied that the performance of each Director continues to be effective, and that each Director can demonstrate a commitment to the role and, as such, recommends the reappointment of each Director standing for re-election. More information on the Board and the Board evaluation process can be found in the Governance Report on pages 107 to 178 of the Annual Report.

Remuneration policy

As Nick Thomlinson, Chairman of the Remuneration Committee, discusses in his letter to shareholders on pages 151 and 152 of our Annual Report, we have revised the Remuneration Policy following a consultation process with major shareholders to ensure alignment with investor expectations. Further information is set out on pages 151 to 171 and on page 174 of the Annual Report. This Policy is to be voted on by shareholders at the AGM (see Resolution 3).

Dividend

The Board has debated in depth our dividend policy along with shareholder expectations, however, as announced in our Post Close Statement on 15 April 2020 and our full year results on 8 July 2020, the Board decided that, in light of the lack of visibility on the duration or ultimate social and economic impacts of the Covid-19 pandemic, and the measures U+I has put in place to conserve cash and mitigate risk to the business, including a redundancy programme, the furloughing of staff, cancellation of annual bonuses and short term pay reductions for the Board and senior employees, it would not be appropriate to pay a final or supplemental dividend for the year ended 31 March 2020. The Board will continue to review this going forward as we understand the importance of a dividend for our shareholders. Further information can be found on page 110 of our Annual Report.

Proxy form

As we detailed in our letter to shareholders ahead of last year's AGM, U+I is committed to reducing paper and improving efficiency in all shareholder communications. Accordingly, we are no longer sending paper proxy cards to shareholders unless specifically asked to do so. If you require a paper proxy form, please contact our Registrar, Link Asset Services by email at enquiries@linkgroup.co.uk, or you may call Link on 0371 664 0300. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Link is open between 09:00-17:30, Monday to Friday excluding public holidays in England and Wales.

To vote

To be effective, shareholders must submit their vote at www.signalshares.com as soon as possible and, in any event, by no later than midday on Tuesday 8 September 2020. By registering on the Signal shares portal at www.signalshares.com, you can manage your shareholding, including:

- cast your vote.
- change future dividend payment instructions.
- update your address.
- select your communication preference.

Recommendation

The Directors consider that each Resolution to be proposed at the Annual General Meeting is in the best interests of the shareholders as a whole and unanimously recommend you vote in favour of all Resolutions, as they intend to do in respect of their own shareholdings.

Yours sincerely,



Peter Williams
Chairman

Notice of 2020 Annual General Meeting for U and I Group PLC

NOTICE IS HEREBY GIVEN that the Annual General Meeting of U and I Group PLC ('the Company') will be held at 7A Howick Place, London SW1P 1DZ on 10 September 2020 at 12.00 noon. The business of the Annual General Meeting will be as follows:

Ordinary Business

1. To receive the Company's Annual Report and Accounts for the financial period ended 31 March 2020, together with the Reports of the Directors and Auditors.
2. To approve the Directors' Remuneration Report, excluding the Directors' Remuneration Policy, in the form set out on pages 156 to 164 in the Company's Annual Report and Accounts for the financial period ended 31 March 2020.
3. To approve the Directors' Remuneration Policy, in the form set out on pages 165 to 171 in the Company's Annual Report and Accounts.
4. To re-elect Mr P W Williams as a Director of the Company.
5. To re-elect Mr M S Weiner as a Director of the Company.
6. To re-elect Mr R Upton as a Director of the Company.
7. To re-elect Mr M O Shepherd as a Director of the Company.
8. To re-elect Mr N H Thomlinson as a Director of the Company.
9. To re-elect Mr B J Bennett as a Director of the Company.
10. To re-elect Mrs L G Krige as a Director of the Company.
11. To re-elect Ms R C Kerslake as a Director of the Company.
12. To re-elect Professor S A Morgan as a Director of the Company.
13. To re-appoint PricewaterhouseCoopers LLP as auditor of the Company to hold office until the conclusion of the next general meeting at which the accounts are to be laid before the Company.
14. To authorise the Directors to determine the remuneration of PricewaterhouseCoopers LLP.

Special Business

As Special Business, to consider and, if thought fit, pass the following resolutions, of which resolutions 16 and 19 will be proposed as ordinary resolutions and resolutions 15, 17 and 18 will be proposed as special resolutions (each a Resolution):

15. THAT the Company be and it is hereby generally and unconditionally authorised to make market purchases (as defined in Section 693(4) of the Companies Act 2006 ('the Act')) of Ordinary shares of 50 pence each in the capital of the Company ('Ordinary shares') on such terms and in such manner as the Directors may determine and, where such shares are held as treasury shares, the Company may use them for the purposes set out in Section 727 of the Act (including for the purpose of its employee share schemes), PROVIDED THAT:
 - (i) the maximum number of Ordinary shares hereby authorised to be purchased is 12,543,171;
 - (ii) the minimum price, exclusive of any expenses, which may be paid for an Ordinary share is the nominal value per Ordinary share;
 - (iii) the maximum price, exclusive of any expenses, which may be paid for each Ordinary share is, in respect of a share contracted to be purchased on any day, an amount equal to the higher of (a) 105.0 per cent of the average of the middle market quotations for an Ordinary share as derived from the Daily Official List of the London Stock Exchange for the five business days immediately preceding the day on which the Ordinary share is contracted to be purchased and (b) an amount equal to the higher of the price of the last independent trade of an Ordinary share and the highest current independent bid for an Ordinary share as derived from the London Stock Exchange Trading System; and
 - (iv) the authority hereby conferred shall, unless previously revoked or varied, expire at the end of the next Annual General Meeting or on 1 December 2021 if earlier (except in relation to the purchase of Ordinary shares the contract for which was concluded before the expiry of this authority and which will or may be executed wholly or partly after such expiry).

16. THAT the Directors be generally and unconditionally authorised pursuant to and in accordance with Section 551 of the Companies Act 2006 ('the Act') to exercise all the powers of the Company to allot:

- (a) shares in the capital of the Company or grant rights to subscribe for or to convert any security into shares in the capital of the Company up to an aggregate nominal amount of £20,903,195; and in addition
- (b) comprising equity securities of the Company (as defined in Section 560(1) of the Act) up to a further aggregate nominal amount of £20,903,195 in connection with an offer of such securities by way of a rights issue,

such authorities to apply in substitution for all previous authorities granted pursuant to Section 551 of the Act and provided that they shall expire at the end of the next Annual General Meeting or on 1 December 2020 if earlier but, in each case, so that the Company may, before such expiry, make offers and enter into agreements which would, or might, require shares to be allotted or rights to subscribe for or convert securities into shares to be granted after such expiry and the Directors may allot shares or grant rights to subscribe for or convert securities into shares pursuant to such an offer or agreement as if the authority had not expired.

For the purposes of this Resolution 'rights issue' means an offer to:

- (a) holders of Ordinary shares of 50 pence each in the capital of the Company in proportion (as nearly as may be practicable) to the respective number of Ordinary shares held by them; and
- (b) holders of other equity securities if this is required by the rights of those securities or, if the Directors consider it necessary, as permitted by the rights of those securities,

on a record date fixed by the Directors to subscribe for further securities by means of the issue of a renounceable letter (or other negotiable document) which may be traded for a period before payment for the securities is due, but subject in both cases to such exclusions or other arrangements as the Directors may deem necessary or expedient in relation to treasury shares, fractional entitlements, record dates or legal, regulatory or practical problems in, or under the laws of, any territory or any other matter.

17. THAT, subject to and conditional upon the passing of Resolution 16 above, the Directors be empowered, pursuant to Sections 570 and 573 of the Companies Act 2006 ('the Act') to allot equity securities (as defined in Section 560 of the Act) for cash pursuant to the authority conferred on them by Resolution 16 above or by way of a sale of treasury shares as if Section 561 of the Act did not apply to any such allotment, provided that this power is limited to:

- (a) The allotment of equity securities in connection with any rights issue or open offer (each as referred to in the Financial Conduct Authority's listing rules) or any other pre-emptive offer that is open for acceptance for a period determined by the Directors to the holders of ordinary shares on the register on any fixed record date in proportion to their holdings of ordinary shares (and, if applicable, to the holders of any other class of equity security in accordance with the rights attached to such class), subject in each case to such exclusions or other arrangements as the Directors may deem necessary or appropriate in relation to fractions of such securities, the use of more than one currency for making payments in respect of such offer, any such shares or other securities being represented by depositary receipts, treasury shares, any legal or practical problems in relation to any territory or the requirements of any regulatory body or any stock exchange; and
- (b) The allotment of equity securities (other than pursuant to paragraph (a) above with an aggregate nominal amount of £3,135,793,

and shall expire on the revocation or expiry (unless renewed) of the authority conferred on the Directors by Resolution 16 above save that, before the expiry of this power, the Company may make any offer or agreement which would or might require equity securities to be allotted after such expiry and the Directors may allot equity securities under any such offer or agreement as if the power had not expired.

The Directors confirm their intention to follow the provisions of the Pre-Emption Group's Statement of Principles regarding cumulative usage of authorities within a rolling three-year period. Those Principles provide that a company should not issue shares for cash representing more than 7.5% of the company's issued share capital in any rolling three-year period, other than to existing shareholders, without prior consultation with shareholders.



18. THAT a general meeting other than an Annual General Meeting may be called on not less than 14 clear working days' notice.
19. THAT in accordance with Section 366 of the Companies Act 2006 ('the Act'), the Company and all companies that are its subsidiaries at any time during the period for which this Resolution has effect be authorised to:
- (a) make political donations to political parties and/or independent election candidates, not exceeding £10,000 in total;
 - (b) make political donations to political organisations, other than political parties, not exceeding £10,000 in total; and
 - (c) incur political expenditure, not exceeding £10,000 in total,

provided that the aggregate amount of any such donations and expenditure shall not exceed £10,000 during the period beginning with the date of the passing of this Resolution and ending on the date of the Company's next Annual General Meeting.

For the purpose of this Resolution, the terms 'political donations', 'political expenditure', 'independent election candidates', 'political parties' and 'political organisations' shall have the meaning given by Part 14 of the Act.

More detailed information regarding the above Resolutions is set out on pages 174 to 176 of the Company's Annual Report for the financial year ended 31 March 2020.

Registered Office:
7A Howick Place
London SW1P 1DZ

By order of the Board
C Barton
Company Secretary
31 July 2020



Notes

Due to the restrictions on social distancing imposed by the Government due to the Covid-19 pandemic the 2020 Annual General Meeting for U and I Group PLC will be a closed meeting. This means that members of the Company will be unable to attend this meeting in person to vote on the resolutions put to the meeting. A member entitled to vote at the meeting may appoint the Chairman of the Company as proxy to exercise the member's right to vote at the meeting. A proxy appointed by a member who is not the Chairman of the Company will not be entitled to attend and vote at the meeting and this vote will not be counted. A member may appoint the Chairman as proxy by visiting www.signalshares.com.

To be effective, the proxy vote must be submitted at www.signalshares.com so as to have been received by the Company's registrars not less than 48 hours (excluding weekends and public holidays) before the time appointed for the meeting or any adjournment of it. By registering on the Signal shares portal at www.signalshares.com, you can manage your shareholding, including:

- cast your vote.
- change future dividend payment instructions.
- update your address.
- select your communication preference.

To vote online you will need to log in to your shareholder portal account or register for the shareholder portal, if you have not already done so. Once you have registered, you will be able to vote.

CREST members who wish to appoint the Chairman as proxy through the CREST electronic proxy appointment service may do so for the Annual General Meeting (and any adjournments 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 (available via www.euroclear.com/CREST). The message (regardless of whether it constitutes the appointment of a proxy or 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 LINK Asset Services (ID RA10) by the latest time(s) for receipt of proxy appointments specified in the second paragraph above. 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 Applications Host) from which the issuer's 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 a proxy appointed through CREST should be communicated to him/her by other means.

CREST members (and, where applicable, their 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/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 concerning practical limitations of the CREST system and timings.

If you need help with voting online, or require a paper proxy form, please contact our Registrar, Link Asset Services by email at enquiries@linkgroup.co.uk, or you may call Link on 0371 664 0300. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. We are open between 09:00-17:30, Monday to Friday excluding public holidays in England and Wales.

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.

The right to appoint a proxy does not extend to persons whose shares are held on their behalf by another person and who have nominated to receive communications from the Company in accordance with Section 146 of the Companies Act 2006 ('the Act') ('Nominated Person(s)').

Under normal circumstances Section 319A of the Act permits a shareholder attending the Annual General Meeting the right to ask questions in relation to the business of the Annual General Meeting. However, due to the Annual General Meeting being a closed meeting and shareholders not being permitted to attend, the Company will take questions from shareholders by email prior to the meeting. The Company will respond to shareholders who submit questions as soon as reasonably possible prior to the meeting and responses will be displayed on the Company's website following the conclusion of the meeting. Questions can be submitted by shareholders up to 48 hours before the start of the meeting by emailing the Company Secretary at info@uandiplc.com with the subject line 'U+I 2020 AGM'. Please note the deadline to submit voting instructions is 48 hours prior to the meeting as set out in these notes. Questions must relate to the business being dealt with at the Annual General Meeting but no such answer need be given if (a) to do so would interfere unduly with the preparation for the Annual General Meeting or involve the disclosure of confidential information, (b) the answer has already been given on a website in the form of an answer to a question, or (c) it is undesirable in the interests of the Company or the good order of the Annual General Meeting that the question be answered.

A copy of this notice, and other information required by Section 311A of the Act, can be found on the Company's website at www.uandiplc.com/investors/agm.

Only holders of Ordinary shares of 50 pence each in the capital of the Company ('Ordinary shares') are entitled to vote by proxy at this Annual General Meeting. As at 7 July 2020 (being the last practicable day prior to any publication of this notice) the Company's issued share capital consists of 125,431,713 Ordinary shares carrying one vote. The total voting rights in the Company as at 7 July 2020 are 125,431,713.

The result of the vote will be announced to the London Stock Exchange as soon as possible following the conclusion of the Annual General Meeting and will also be published on the Company's website at www.uandiplc.com.

You may not use any electronic address provided either in this notice or in any related documents (including the Form of Proxy) to communicate with the Company for any purposes other than those expressly stated.