

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.

If you are in any doubt as to what action you should take, you are recommended to seek your own financial advice from your stockbroker or other independent 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, together with the accompanying documents, as soon as possible either to the purchaser or transferee or to the person who arranged the sale or transfer so they can pass these documents to the person who now holds the shares.

Your attention is drawn to the Company's annual report and accounts for the year ended 31 December 2019, copies of which accompany this document.

ADES INTERNATIONAL HOLDING PLC (the "Company")

(incorporated as a public company under the Companies Law – DIFC Law No. 5 of 2018 and registered in the Dubai International Financial Centre with registered number 2175)

Notice of an Annual General Meeting of the Company to be held at the ADES premises, Building No. B5 Capital Business Park, Floor No.5, Sheikh Zayed City, 6th of October, Giza Governorate, Egypt on Monday, 22 June 2020 at 4:00 p.m. (UK time) / 5:00 p.m. (Egypt time)

Chairman's Letter

ADES INTERNATIONAL HOLDING PLC

(incorporated as a public company under the Companies Law – DIFC Law No. 5 of 2018 and registered in the Dubai International Financial Centre with registered number 2175)

Registered office: Unit 517, Level 5, Index Tower, Dubai International Financial Centre, Dubai, 507118, United Arab Emirates

27 May 2020

Dear ADES Member,

Annual General Meeting

I am pleased to be writing to you with details of our Annual General Meeting (the “**Meeting**”) which we are holding at the ADES premises, Building No. B5 Capital Business Park, Floor No.5, Sheikh Zayed City, 6th of October, Giza Governorate, Egypt on Monday, 22 June 2020 at 4:00 p.m. (UK time) / 5:00 p.m. (Egypt time). The notice convening the Meeting is set out on page 3 of this document.

Explanatory notes on all the business to be considered at this year's Meeting appear on page 9 of this document.

Recommendation

The directors of the Company consider that all the proposals to be considered at the Meeting are in the best interests of the Company and its members as a whole and are most likely to promote the success of the Company for the benefit of its members as a whole. The directors unanimously recommend that you vote in favour of all the proposed resolutions as they intend to do in respect of their own beneficial holdings.

Action to be taken

Your attention is also drawn to the section entitled “Explanatory Notes to the Notice of Annual General Meeting,” beginning on page 5 and ending on page 8 of this document, which sets out further information on and actions to take in relation to voting on the resolutions.

Members who hold their interest in the Company through Depository Interests (“**Depository Interest Holders**”) may vote through the CREST Proxy Voting Service in accordance with the procedures set out in the CREST Manual (further details on voting through CREST can be found at paragraphs 11 to 14 on page 6 of this document).

Depository Interest Holders wishing to attend the meeting should contact the Depository in accordance with the instructions set out at paragraph 5 on page 5 of this document. Due to current travel restrictions and measures implemented in relation to the ongoing COVID-19 situation, shareholders will not be able to attend the meeting in person but remote access to the meeting via Cisco WebEx (or similar platform) may be provided to you upon request. In addition, members who have questions are kindly requested to submit their questions in advance of the Annual General Meeting in accordance with the terms set out in paragraph 8 on page 5 of this document in order for their questions to be addressed during the Annual General Meeting.

Yours faithfully,



Mr Ayman Abbas
Chairman

ADES INTERNATIONAL HOLDING PLC

(incorporated as a public company under the Companies Law – DIFC Law No. 5 of 2018 and registered in the Dubai International Financial Centre, with registered number 2175)

Notice of Annual General Meeting

Notice is hereby given that an Annual General Meeting (the “**Meeting**”) of the Company will be held at the ADES premises, Building No. B5 Capital Business Park, Floor No.5, Sheikh Zayed City, 6th of October, Giza Governorate, Egypt on Monday, 22 June 2020 at 4:00 p.m. (UK time) / 5:00 p.m. (Egypt time).

You will be asked to consider and vote on the resolutions below, all of which will be proposed as ordinary resolutions.

Ordinary Resolutions

1. **THAT** the annual accounts for the year ended 31 December 2019, together with the reports of the directors of the Company and independent auditors thereon, be received, approved and adopted.
2. **THAT** Mr Ayman Abbas be re-elected as an executive director of the Company.
3. **THAT** Dr Mohamed Farouk Abdelkhalek be re-elected as an executive director of the Company.
4. **THAT** Mr Yasser Zaki Hashem be re-elected as a non-executive director of the Company.
5. **THAT** Mr Nabil Kassem be re-elected as a non-executive director of the Company.
6. **THAT** Mr Ulf Clemens Ingemar Henriksson be re-elected as a non-executive director of the Company.
7. **THAT** Mr Mohamed Walid Cherif be re-elected as non-executive director of the Company.
8. **THAT** Mr Hatem Soliman be re-elected as a non-executive director of the Company.
9. **THAT** Ernst & Young (Dubai Br.) be re-appointed as independent auditors of the Company to hold office until the conclusion of the next annual general meeting at which the audited accounts are laid before the Company.
10. **THAT** the board of directors of the Company (or a committee thereof) be authorised to agree the remuneration of the independent auditors of the Company.
11. **THAT** the Company be generally and unconditionally authorised by resolution of its board of directors to make market purchases of its ordinary shares of US\$1.00 each, each such market purchase being subject to the following conditions:
 - (a) the maximum aggregate number of shares authorised to be purchased shall be such number of ordinary shares of US\$1.00 each as would result in the Company not spending more than US\$15,000,000 plus the balance of the unconsumed amount remaining from the 2019 share buyback authorisation approved in the 31 October 2019 Extraordinary General Assembly meeting of the Company (which was equal to US\$2,187,691 as of the last such trade made on 19 May 2020), in aggregate on the market purchase of such shares;

- (b) the minimum price (excluding expenses) which may be paid for each share shall be US\$1.00 (being the nominal value of each share);
- (c) the maximum price (excluding expenses) which may be paid for each share is the higher of: (i) 105 per cent. of the average of the middle market quotations for the shares as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the day on which a share is contracted to be purchased; and (ii) an amount equal to the higher of the price of the last independent trade of a share and the highest current independent bid for a share as derived from the London Stock Exchange Trading System; and
- (d) such authorisation shall expire at the conclusion of the next Annual General Meeting to be scheduled in the year 2021, unless previously renewed, varied or revoked by the Company.

By Order of the board of directors of the Company

Mr Ayman Abbas

Chairman

Ades International Holding PLC

Unit 517, Level 5, Index Tower, Dubai International Financial Centre, Dubai, 507118, United Arab Emirates

27 May 2020

Explanatory Notes to the Notice of Annual General Meeting

Entitlement to attend and vote

1. Due to the COVID-19 restrictions currently in place, the Meeting will be a closed meeting, at which Shareholders shall not be permitted to attend in person but remote access to the meeting via Cisco WebEx (or similar platform) may be provided to shareholders upon request.
2. The right to attend and vote at the Meeting is determined by reference to the register of members. Only those members registered on the Company's register of members at:
 - (a) close of business (UK time) on Wednesday, 17 June 2020; or
 - (b) if the Meeting is adjourned, at close of business (UK time) on the day two business days prior to the adjourned meeting,shall be entitled to attend and vote at the Meeting.
3. 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.
4. Depository Interests Holders **cannot** vote in person at the Meeting or any adjournment thereof. Depository Interest Holders are therefore requested to submit their vote by proxy via the CREST system in accordance with paragraphs 11 to 14 (inclusive) below.
5. Depository Interest Holders wishing to attend the Meeting should contact the Depository at Link Market Services Trustees Limited at The Registry, 34 Beckenham Road, Beckenham, Kent, BR3 4TU United Kingdom or email CAGtrustees@linkgroup.co.uk in order to request a Letter of Representation by no later than 4:00 p.m. (UK time) on Wednesday, 17 June 2020 or 72 hours before any adjourned meeting. Due to current travel restrictions and measures implemented in relation to the ongoing COVID-19 situation, shareholders will not be able to attend the Meeting in person but remote access to the meeting via Cisco WebEx (or similar platform) will be provided to you upon request provided that such request is received in accordance with the process and timeline set out above.
6. The remote access conference facility referred to in paragraph 5 above will not be interactive and it is not possible to vote or ask questions remotely. Members should note that accessing any such remote conference facility will be for information only. Participants will not be regarded as formally present at the meeting and nor will arrangements be made for participants to vote or ask questions at the meeting via any such remote conference facility.

Publication of information in advance of the Meeting

7. A copy of this notice can be accessed on the Company's investor relations website (<http://investors.adihgroup.com>).

Right to ask questions

8. Normally, at the Meeting the Company will answer any question that a member attending the Meeting asks relating to the business being dealt with at the Meeting. However, due to the circumstance this year the process has been changed such that all questions must be submitted by e-mail in advance of the meeting by no later than 4:00 p.m. (UK time) on Wednesday, 17 June 2020 or 72 hours before any adjourned meeting to CAGtrustees@linkgroup.co.uk (in the case of Depository Interest Holders) or paula.rakei@linkmarketservices.com (in the case of members other than Depository Interest Holders), in each case with a copy to ir@adesgroup.com.
9. When sending questions, each member should include its full name, whether it is a member or a member's legal representative, and any shareholder or member reference number (if

available). Questions should be limited to no more than 300 characters and must be submitted in the English language. Questions should relate to the business of the Meeting as outlined in this notice. Some, but not all, questions may receive individual responses.

10. No answers need be given where:
 - (a) answering the question would interfere unduly with the preparation for the 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 Meeting that the question is answered.

Voting by Depository Interest Holders through CREST

11. CREST members who wish to appoint a proxy or proxies by utilising the CREST electronic proxy appointment service may do so for the Meeting and any adjournment(s) thereof by utilising 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 the appropriate action on their behalf.
12. In order for a proxy appointment 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 must be transmitted so as to be received by the issuer’s agent (ID RA10) no later than 4:00 p.m. (UK time) on Wednesday, 17 June 2020 or 72 hours before any adjourned 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.
13. 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 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 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 providers 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.

Voting by members (other than Depository Interest Holders) using a form of proxy

15. If you are a member of the Company (other than a Depository Interest Holder) at the time set out in paragraph 2 above, you are entitled to appoint a proxy to exercise all or any of your rights to attend, speak and vote at the Meeting. As noted in paragraph 5 above with respect to Depository Interest Holders, due to current travel restrictions and measures implemented in relation to the ongoing COVID-19 situation, remote access to the meeting via Cisco WebEx (or similar platform) will be provided to you upon request provided that such request is received

by the Depository's Registrar by no later than 4:00 p.m. (UK time) on Wednesday, 17 June 2020 at the e-mail address set out in paragraph 17 below.

16. An instrument appointing a proxy must be in writing in any usual form executed under the hand of the relevant member or his duly appointed attorney.
17. To be effective, the form of proxy must be:
 - (a) completed and signed; and
 - (b) delivered to the Depository's Registrar, Link Market Services, via email to paula.rakei@linkmarketservices.com by no later than 4:00 p.m. (UK time) on Thursday, 18 June 2020 or 48 hours before any adjourned meeting.
18. In the case of a member which is a company, the proxy form must be executed under its common seal or signed on its behalf by a duly authorised officer of the company or an attorney for the company, stating their capacity.
19. 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 included with the proxy form.
20. Ordinarily the appointment of a proxy does not preclude you from attending the Meeting and voting in person, and if you have appointed a proxy and attend the Meeting in person, your proxy appointment will automatically be terminated. However, as noted in paragraph 1 above, please note that the Meeting will be a closed meeting due to current circumstances.
21. A proxy does not need to be a member of the Company but must attend the Meeting in order to represent you. Subject to paragraph 1 above, you may appoint the Chairman of the Meeting or another person as your proxy. If no clear voting instructions are given on your form of proxy and you have appointed the Chairman to be your proxy, please note that the Chairman will exercise his rights as proxy to vote in favour of all of the resolutions. If you do not want to vote in favour of all of the resolutions, please indicate this clearly on your form of proxy.
22. You may not appoint more than one proxy to exercise rights attached to any one share. When two or more valid but different appointments of proxy are delivered or received for the same share for use at the same meeting, the one which is last validly delivered or received (regardless of its date or the date of its execution) shall be treated as replacing and revoking the other or others as regards that share. If the Company is unable to determine which appointment was last validly delivered or received, none of them shall be treated as valid in respect of that share.

Corporate representatives

23. Any corporation which is a member can, by resolution of its board or other governing body, 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.

Issued shares and total voting rights

24. As at 6:00 p.m. (UK time) on Tuesday, 26 May 2020, being the last trading day prior to publication of this notice, the Company's issued share capital comprised 43,793,882 ordinary shares of US\$1.00 each. Each ordinary share carries the right to one vote at a general meeting of the Company and, therefore, the total number of voting rights in the Company as at 6:00 p.m. (UK time) on Tuesday, 26 May 2020.
25. The website referred to in paragraph 7 above will include information on the number of shares and voting rights.

Voting

26. Voting on all resolutions will be conducted by way of a show of hands.
27. Before or on the declaration of the result of the show of hands, a poll may be demanded by any of the following:
 - (a) the Chairman;
 - (b) at least five members present in person or by proxy having the right to vote on the resolution; or
 - (c) a member or members present in person or by proxy representing in aggregate not less than 5 per cent. of the total voting rights of all the members having the right to vote on the resolution.
28. A poll demanded (except a poll on any question of adjournment) shall be taken at such time and place as the Chairman decides, either at once or after an interval or adjournment (but not more than 30 clear days after the date of the demand).
29. Unless a poll is demanded (and the demand is not duly withdrawn), a declaration by the Chairman that a resolution has been carried, or carried unanimously or carried by a particular majority, or lost or not carried by a particular majority, is conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.

Communication

30. Except as provided above, members who have general queries about the Meeting should contact Link Asset Services on +44 (0) 371 664 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. The line is open between 09:00 a.m. and 5:30 p.m. (UK time), Monday to Friday excluding public holidays in England and Wales.

Explanatory Notes on the Resolutions

Approval of the directors' report and audited accounts for the financial year ended 31 December 2019 (Resolution 1)

The directors of the Company must present the directors' report, the audited accounts of the Company and the independent auditor's report to the shareholders at the Meeting for approval.

Re-election of directors of the Company (Resolutions 2 to 8)

It is the Company's policy for the directors of the Company to stand for re-election each year. As such, at this Meeting, all of the directors will retire and stand for re-election as directors of the Company. Brief details of all the directors of the Company appear on pages 60 and 61 of the Company's annual report for the year ended 31 December 2019 and appear on the Company's website at <http://investors.adihgroup.com>. Having considered the performance of and contribution made by each of the directors standing for re-election the board of the Company remains satisfied that the performance of each of the relevant directors continues to be effective and to demonstrate commitment to the role and as such recommends their re-election. The resolutions for the re-election of the directors are as follows:

- Resolution 2, which relates to the re-election of Mr Ayman Abbas as an executive director
- Resolution 3, which relates to the re-election of Dr Mohamed Farouk Abdelkhalek as an executive director
- Resolution 4, which relates to the re-election of Mr Yasser Zaki Hashem as a non-executive director
- Resolution 5, which relates to the re-election of Mr Nabil Kassem as a non-executive director
- Resolution 6, which relates to the re-election of Mr Ulf Clemens Ingemar Henriksson as a non-executive director
- Resolution 7, which relates to the re-election of Mr Mohamed Walid Cherif as a non-executive director
- Resolution 8, which relates to the re-election of Mr Hatem Soliman as a non-executive director

Re-appointment of Ernst & Young (Dubai Br.) as independent auditors of the Company (Resolution 9)

Resolution 9 proposes the re-appointment of Ernst & Young (Dubai Br.) as independent auditors of the Company.

Authority to determine the remuneration of auditors (Resolution 10)

Resolution 10 seeks authority for the board of directors of the Company (or a committee thereof) to set the remuneration of the independent auditors of the Company.

Authority for the Company to make market purchases of its own shares (Resolution 11)

This resolution seeks authority for the Company to make market purchases of its own ordinary shares of US\$1.00 each and is proposed as an ordinary resolution. If passed, the resolution gives authority for the Company to purchase up to a maximum aggregate number of shares equal to such number of ordinary shares of US\$1.00 each as would result in the Company not spending more than US\$15,000,000 plus the balance of the unconsumed amount remaining from the 2019 share buyback authorisation approved in the 31 October 2019 Extraordinary General Assembly meeting of the Company (which was equal to US\$2,187,691 as of the last such trade made on 19 May 2020), in aggregate on the market purchase of such shares.

The resolution specifies that the minimum price (excluding expenses) which may be paid for each share shall be US\$1.00 (being the nominal value of each share) and the maximum price (excluding expenses) which may be paid for each share is the higher of: (i) 105 per cent. of the average of the middle market quotations for the shares as derived from the London Stock Exchange Daily Official List for the five

business days immediately preceding the day on which a share is contracted to be purchased; and (ii) an amount equal to the higher of the price of the last independent trade of a share and the highest current independent bid for a share as derived from the London Stock Exchange Trading System.

If given, the authority will expire at the conclusion of the next Annual General Meeting, unless previously renewed, varied or revoked by the Company.

The directors of the Company have no current intention to use this authority but consider it prudent to obtain it so as to preserve flexibility. Purchases would only be made on the London Stock Exchange after the most careful consideration, taking into account other investment opportunities and the overall financial position of the Group and where the directors believed that an increase in earnings per share would result and where purchases are, in the opinion of the directors, in the interests of the Company and its members generally.

The Company may either cancel any shares it purchases under this authority or transfer them into treasury (and subsequently sell or transfer them out of treasury or cancel them). The directors will decide what to do with any shares that have been repurchased at the time of the share buyback.