



Ideagen PLC - IDEA Extension to 2018 Long Term Incentive Plan Awards

Released 07:00 29-Mar-2019

RNS Number : 4001U
Ideagen PLC
29 March 2019

("Ideagen," "the Company" or the "Group")

Extension to 2018 Long Term Incentive Plan Awards

Ideagen PLC (AIM: IDEA), a leading supplier of Information Management software to highly regulated industries, announces the award of a total of 2,500,000 share options over the Company's ordinary shares of 1p each ("Ordinary Shares"), under an extension to the Company's 2018 Long Term Incentive Plan, to the following directors and executives of the Company:

<i>Name</i>	<i>Position</i>	<i>Number of options awarded</i>
Graeme Spenceley	Executive Director - CFO	750,000
Barnaby Kent	Executive Director - COO	750,000
Paul Marshall	Chief Customer Officer	500,000
Ian Hepworth	Chief Technology Officer	500,000

The award of these options will be known as the 2018 LTIP Extension ("the Award").

On 23 March 2017, the Company had awarded options to Mr Spenceley and Mr Kent pursuant to the terms of the 2017 Long Term Incentive Plan ("2017 LTIP").

These 2017 LTIP options were issued with the principal aim, which has now been achieved, of becoming fully exercisable on the Company achieving a share price of 136 pence, which represented a doubling of the share price from the 68 pence condition set in the previous 2015 Long Term Incentive Plan. Accordingly, all of the 2017 LTIP options had been exercised by October 2018.

The principles underpinning the Award are the same as those of the 2018 LTIP award made to Mr Ben Dorks, Chief Executive Officer, announced on 23 October 2018, insofar as the options under the Award will be subject to the following challenging performance criteria: one half become eligible to vest on the Company's share price reaching 196 pence over 30 consecutive business days with the remainder becoming eligible to vest on the Company's share price reaching 259 pence over 30 consecutive business days.

Options issued pursuant to the Award will not vest until the third anniversary of the grant date. Thereafter, any Ordinary Shares issued in respect of the exercise of any of these options cannot be sold until the fourth anniversary of the grant date except to meet the taxation costs arising on the exercise of those options. They are also subject to continued service throughout as well as the aforementioned achievement of specific performance targets relating to the Company's share price. These options each have an exercise price of 1 pence per Ordinary Share.

Following the award of these options, there are now 11,261,667 options over Ordinary Shares in issue representing 5.1% of the issued share capital of the Company.

The information communicated in this announcement contains inside information for the purposes of Article 7 of the Market Abuse Regulation (EU) No. 596/2014. The Company confirms that it is no longer in possession of any unpublished price sensitive information.

Enquiries:

Ideagen plc 01629 699100

David Hornsby, Executive Chairman

Ben Dorks, Chief Executive

Graeme Spenceley, Finance Director

finnCap Limited 020 7220 0500

Henrik Persson/James Thompson (Nomad)

Alice Lane (ECM)

Canaccord Genuity 020 7523 8000

Simon Bridges

Ben Griffiths

Jack Haynes

About Ideagen plc

Ideagen is a UK-headquartered, global technology company quoted on the London Stock Exchange AIM market (Ticker: IDEA.L).

The Group provides software and services to organisations operating within highly regulated industries such as aviation, banking and finance and life science, with its main operational premises spread throughout the UK, EU, US, Middle East and SE Asia.

With an excellent portfolio of software products including Q-Pulse, Coruson, Pentana Audit, Pentana Performance and PleaseReview, Ideagen helps its clients reduce costs, improve operational efficiency, strengthen compliance and oversight and anticipate and manage every detail of risk.

Currently, more than 3,700 organisations use Ideagen's products including seven of the top 10 UK accounting firms, all of the top aerospace and defence companies and 75% of the world's leading pharmaceutical firms.

Ideagen's diverse and varied customer base includes many well-known, global brands such as British Airways, Aggreko, BAE, Ryanair, US Navy, KLM, BBVA, Bank of New York, Commerzbank, Meggitt, Heineken, Johnson Matthey, Haeco Group and European Central Bank. As well as this, Ideagen counts 180 hospitals across the UK and US amongst its client base.

For further information please visit www.ideagen.com.

Ideagen e: info@ideagen.com w: www.ideagen.com

Details of the person discharging managerial responsibilities/person closely associated

- a) Name: Graeme Spenceley
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: Ideagen plc
- b) LEI: 213800KS1MLITOVNYC85
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
- a) Description of the financial instrument, type of instrument: Options over Ordinary shares of 1 pence each
Identification code: GB00B0CM0C50
- b) Nature of the transaction: Grant of Options
- c) Price(s) and volume(s):
Price(s) Volume(s)
1 pence 750,000
- d) Aggregated information: N/A
· Aggregated volume:
· Price:
- e) Date of the transaction: 28 March 2019
- f) Place of the transaction: Off market transaction

Details of the person discharging managerial responsibilities/person closely associated

- a) Name: Barnaby Kent
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: Ideagen plc
- b) LEI: 213800KS1MLITOVNYC85
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
- a) Description of the financial instrument, type of instrument: Options over Ordinary shares of 1 pence each
- Identification code: GB00B0CM0C50
- b) Nature of the transaction: Grant of Options
- c) Price(s) and volume(s):
- Price(s) Volume(s)
- 1 pence 750,000
- d) Aggregated information: N/A
- Aggregated volume:
 - Price:
- e) Date of the transaction: 28 March 2019
- f) Place of the transaction: Off market transaction

Details of the person discharging managerial responsibilities/person closely associated

- a) Name: Paul Marshall
2. Reason for the notification
- a) Position/status: Chief Customer Officer
- b) Initial notification/Amendment: Initial notification
3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor
- a) Name: Ideagen plc
- b) LEI: 213800KS1MLITOVNYC85
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
- a) Description of the financial instrument, type of instrument: Options over Ordinary shares of 1 pence each
Identification code: GB00B0CM0C50
- b) Nature of the transaction: Grant of Options
- c) Price(s) and volume(s):

Price(s) Volume(s)

1 pence 500,000
- d) Aggregated information: N/A
· Aggregated volume:
· Price:
- e) Date of the transaction: 28 March 2019
- f) Place of the transaction: Off market transaction

Details of the person discharging managerial responsibilities/person closely associated

a) Name: Ian Hepworth

2. Reason for the notification

a) Position/status: Chief Technology Officer

b) Initial notification/Amendment: Initial notification

3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name: Ideagen plc

b) LEI: 213800KS1MLITOVNYC85

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

a) Description of the financial instrument, type of instrument: Options over Ordinary shares of 1 pence each

Identification code:

GB00B0CM0C50

b) Nature of the transaction: Grant of Options

c) Price(s) and volume(s):

Price(s) Volume(s)

1 pence 500,000

d) Aggregated information: N/A

· Aggregated volume:

· Price:

e) Date of the transaction: 28 March 2019

f) Place of the transaction: Off market transaction

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