

1 August 2024

THG PLC
("THG" or the "Company")

Grant of Share Options

The Company announces that on 1 August 2024 it made awards of nil cost options over ordinary shares in the Company ("**Awards**" and "**Shares**") to certain directors and persons discharging managerial responsibility ("**PDMRs**") of the Company, under the rules of the THG PLC 2022 Long Term Incentive Plan (the "**Plan**").

The Awards have been granted over the number of Shares shown below. The Awards will vest on the third anniversary of grant, subject to the rules of the Plan and the achievement of stretching performance targets.

The details of the Awards are as follows:

PDMR	Title	Number of Shares subject to Award
Damian Sanders	Chief Financial Officer	1,923,077
John Gallemore	Chief Operating Officer	1,923,077

A summary of the performance targets is below:

Measure	Target details
Relative TSR vs FTSE 250 Index (80% weighting)	Threshold (25% vesting): median Maximum (100% vesting): upper quartile Straight-line vesting between these points
Achievement of our ESG strategy in the form of supplier alignment with the Company's SBTi approved targets (20% weighting)	Threshold (25% vesting): 60% of suppliers by spend Maximum (100% vesting): 63% of suppliers by spend Straight-line vesting between these points

The Company makes the below announcements and notifications in accordance with the requirements of the UK Market Abuse Regulation.

Notifications and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them:

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Damian Sanders					
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	THG PLC					
b)	LEI	21380066N3SV908IDP37					
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	Ordinary shares of £0.005 each					
	Identification code	ISIN Code: GB00BMTV7393					
b)	Nature of the transaction	Grant of a nil-cost option under the THG PLC 2022 Long Term Incentive Plan					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td></td><td></td></tr></table>		Price(s)	Volume(s)		
Price(s)	Volume(s)						

		nil	1,923,077	
d)	Aggregated information - Aggregated volume - Price	N/A - Single transaction		
e)	Date of the transaction	1 August 2024		
f)	Place of the transaction	Outside a trading venue		

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	John Gallemlere					
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	THG PLC					
b)	LEI	21380066N3SV908IDP37					
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nil	1,923,077						
d)	Aggregated information - Aggregated volume - Price	N/A - Single transaction					
e)	Date of the transaction	1 August 2024					
f)	Place of the transaction	Outside a trading venue					

Enquiries to:

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