

TR-1: Standard form for notification of major holdings

**1. Issuer Details**

**ISIN**

GB00BMTV7393

**Issuer Name**

THG PLC

**UK or Non-UK Issuer**

UK

**2. Reason for Notification**

An acquisition or disposal of voting rights

**3. Details of person subject to the notification obligation**

**Name**

Teachers Insurance and Annuity Association of America

**City of registered office (if applicable)**

New York

**Country of registered office (if applicable)**

USA

**4. Details of the shareholder**

| Name                                 | City of registered office | Country of registered office |
|--------------------------------------|---------------------------|------------------------------|
| Teachers Advisors, LLC               | New York                  | USA                          |
| TIAA-CREF Investment Management, LLC | New York                  | USA                          |

**5. Date on which the threshold was crossed or reached**

12-Aug-2021

**6. Date on which Issuer notified**

13-Aug-2021

**7. Total positions of person(s) subject to the notification obligation**

|  | % of voting rights attached to shares (total of 8.A) | % of voting rights through financial instruments (total of 8.B 1 + 8.B 2) | Total of both in % (8.A + 8.B) | Total number of voting rights held in issuer |
|--|--|---|--------------------------------|--|
| Resulting situation on the date on which | 2.800000   | 0.000000  | 2.800000                       | 34037572                                     |

|   |        |          |        |  |
|---|--------|----------|--------|--|
| threshold was crossed or reached                  |        |          |        |  |
| Position of previous notification (if applicable) | 3.037% | 0.000000 | 3.037% |  |

## 8. Notified details of the resulting situation on the date on which the threshold was crossed or reached

### 8A. Voting rights attached to shares

| Class/Type of shares ISIN code(if possible) | Number of direct voting rights (DTR5.1) | Number of indirect voting rights (DTR5.2.1) | % of direct voting rights (DTR5.1) | % of indirect voting rights (DTR5.2.1) |
|---|---|---|------------------------------------|--|
| GB00BMTV7393                                | 0                                       | 34037572                                    | 0.000000                           | 2.800000                               |
| Sub Total 8.A                               | 34037572                                |   | 2.800000%                          |  |

### 8B1. Financial Instruments according to (DTR5.3.1R.(1) (a))

| Type of financial instrument | Expiration date | Exercise/conversion period | Number of voting rights that may be acquired if the instrument is exercised/converted | % of voting rights |
|------------------------------|-----------------|----------------------------|---|--------------------|
|                              |                 |                            |   |                    |
| Sub Total 8.B1               |                 |                            |   |                    |

### 8B2. Financial Instruments with similar economic effect according to (DTR5.3.1R.(1) (b))

| Type of financial instrument | Expiration date | Exercise/conversion period | Physical or cash settlement | Number of voting rights | % of voting rights |
|------------------------------|-----------------|----------------------------|-----------------------------|-------------------------|--------------------|
|                              |                 |                            |                             |                         |                    |
| Sub Total 8.B2               |                 |                            |                             |                         |                    |

## 9. Information in relation to the person subject to the notification obligation

2. Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entities (please add additional rows as necessary)

| Ultimate controlling person                           | Name of controlled undertaking       | % of voting rights if it equals or is higher than the notifiable threshold | % of voting rights through financial instruments if it equals or is higher than the notifiable threshold | Total of both if it equals or is higher than the notifiable threshold |
|---|--------------------------------------|--|--|---|
| Teachers Insurance and Annuity Association of America | Nuveen, LLC                          | 2.800000   | 0.000000   | 2.800000  |
|   | TIAA-CREF Asset Management LLC       | 1.795000   | 0.000000   | 1.795000  |
|   | TIAA-CREF Investment Management, LLC | 1.795000   | 0.000000   | 1.795000  |
| Teachers Insurance and Annuity                        | Nuveen, LLC                          | 1.005000   | 0.000000   | 1.005000  |

|                        |                        |          |          |          |
|------------------------|------------------------|----------|----------|----------|
| Association of America |                        |          |          |          |
|                        | Nuveen Finance, LLC    | 1.005000 | 0.000000 | 1.005000 |
|                        | Teachers Advisors, LLC | 1.005000 | 0.000000 | 1.005000 |

## 10. In case of proxy voting

### Name of the proxy holder

### The number and % of voting rights held

### The date until which the voting rights will be held

## 11. Additional Information

The College Retirement Equities Fund ("CREF") hereby informs you that on August 11, 2021, CREF holds 21,820,203 voting shares of THG plc equivalent to a voting share ownership percentage of 1.795% of THG plc. CREF owns these shares through two of its investment accounts: the Global Equities Account and the Stock Account. It is our understanding the total voting shares outstanding of THG plc is 1,215,713,412.

For your information, CREF is a U.S. based investment company, which is registered with the Securities and Exchange Commission ("SEC"). CREF has multiple investment accounts, each with separate investment objectives and policies. All assets in the accounts are beneficially owned by CREF, and all the accounts are managed by TIAA-CREF Investment Management, LLC ("TCIM"), an SEC registered investment adviser.

Additionally, a fund managed by an affiliate of CREF, Teachers Advisors, LLC ("TAL"), owns 12,217,369 voting shares of THG plc equivalent to a 1.005% voting share ownership percentage of THG plc. These holdings are owned by mutual funds which are investment portfolios of the TIAA-CREF Funds or the TIAA-CREF Life Funds (collectively, the "Funds"). The Funds are SEC registered investment companies and the Funds are managed by Teachers Advisors, LLC ("TAL"), an SEC registered investment adviser that is affiliated with TCIM.

A total of 34,037,572 or 2.800% of the outstanding voting shares of THG plc are owned, in aggregate, by CREF and affiliated accounts. Additionally, TCIM and TAL separately and independently vote all proxies for shares held in THG plc. We are aggregating the holdings in THG plc as requested by the current FCA Disclosure and Transparency Rules for purposes of this form.

The voting rights to which this notification relates have previously been disclosed to the FCA and issuer by way of a TR1 submission dated 15 December 2020 and submitted by TIAA-CREF Investment Management, LLC.

## 12. Date of Completion

## 13. Place Of Completion

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