

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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