

## **Tandem Group plc**

(the "Company")

### **Grant of Share Options**

The Company announces that Peter Kimberley, Chief Executive Officer of the Company and David Rock, Company Secretary and a PDMR of the Company, have been granted 9,500 and 12,000 options respectively over ordinary shares of 25 pence each in the share capital of the Company ("Ordinary Shares") under the 2019 Employee Share Option Scheme.

In addition, Gurvinder Kaur, a PDMR of the Company, has also been granted 12,000 options (together, the "Options") over ordinary shares of 25 pence each in the share capital of the Company ("Ordinary Shares") under the 2019 Employee Share Option Scheme.

The Options have an exercise price of 202.0 pence per ordinary share, being the closing midmarket price per ordinary share on 26 March 2024. The Options are exercisable between 1 January 2027 and 26 March 2034, after which the Options will lapse.

A further 52,000 options have been granted to other employees under the 2019 Employee Share Option Scheme.

The notification set out below, made in accordance with the requirements of Article 19 of the Market Abuse Regulation, provides further details of such dealings.

#### **Enquiries:**

##### **Tandem Group plc**

David Rock, Company Secretary  
Telephone 0121 748 8075

##### **Nominated Adviser**

##### **Cenkos Capital Markets Limited (Nominated Adviser and Broker)**

Ben Jeynes / Dan Hodgkinson - Corporate Finance  
Michael Johnson / Russell Kerr - Sales  
Telephone 020 7397 8900

Following the above transactions, the Officers have options over Ordinary Shares as follows:

<b>Director</b>	<b>Option Scheme</b>	<b>Number of options</b>	<b>Option exercise price per share</b>	<b>Expiry date</b>
Peter Kimberley	2019 Employee Share Option Scheme	37,500	325.00p	18 May 2032
	2019 Employee Share Option Scheme	45,000	240.00p	27 March 2033
	2019 Employee Share Option Scheme	9,500	202.00p	26 March 2034
Phil Ratcliffe	2019 Employee Share Option Scheme	13,000	665.00p	28 April 2031
	2019 Employee Share Option Scheme	45,000	190.00p	24 May 2029

	2007 Employee Share Option Scheme	54,232	127.50p	20 April 2026
	2019 Employee Share Option Scheme	2,500	240.00p	27 March 2033
David Rock	2019 Employee Share Option Scheme	10,000	240.00p	27 March 2033
	2019 Employee Share Option Scheme	12,000	202.00p	26 March 2034

Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014						
<b>1 Details of the person discharging managerial responsibilities/person closely associated</b>						
a.	Name	Peter Kimberley				
<b>2 Reason for notification</b>						
a.	Position/Status	Chief Executive Officer				
b.	Initial notification/ Amendment	Initial Notification				
<b>3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>						
a.	Name	Tandem Group plc				
b.	LEI	213800WKK3A6NMOB6788				
<b>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</b>						
a.	Description of the financial instrument, type of instrument  Identification Code	Options over ordinary Shares of 25p each  ISIN: GB00B460T373				
b.	Nature of the transaction	Award of options to subscribe for new ordinary shares at 202 pence per ordinary share				
c.	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>202p</td> <td>9,950</td> </tr> </tbody> </table>	Price(s)	Volume(s)	202p	9,950
Price(s)	Volume(s)					
202p	9,950					
d.	Aggregated information  - Aggregated Volume  - Price	N/A - single transactions				
e.	Date of the transaction	27 March 2024				
f.	Place of the transaction	Outside of a trading venue				

Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014		
<b>1 Details of the person discharging managerial responsibilities/person closely associated</b>		
a.	Name	David Rock
<b>2 Reason for notification</b>		
a.	Position/Status	Company Secretary

b.	Initial notification/ Amendment	Initial Notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a.	Name	Tandem Group plc				
b.	LEI	213800WKK3A6NMOB6788				
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e.	Date of the transaction	27 March 2024				
f.	Place of the transaction	Outside of a trading venue				

<b>Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014</b>		
<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a.	Name	Gurvinder Kaur
<b>2</b>	<b>Reason for notification</b>	
a.	Position/Status	PDMR
b.	Initial notification/ Amendment	Initial Notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a.	Name	Tandem Group plc
b.	LEI	213800WKK3A6NMOB6788
<b>4</b>	<b>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</b>	
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b.	Nature of the transaction	Award of options to subscribe for new ordinary shares at 202

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