

# Tandem Group plc

(the "Company")

## Grant of Share Options

The Company announces that Jim Shears and Phil Ratcliffe, Directors of the Company, have been granted 24,000 and 13,000 options ("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.

The Options have an exercise price of 665.00 pence per ordinary share, being the closing midmarket price per ordinary share on 28 April 2021. The Options are exercisable between 1 January 2024 and 28 April 2031, after which the Options will lapse. The exercise of the Options is conditional on certain performance criteria being met.

A further 40,000 options have been granted to other employees under the 2019 Employee Share Option Scheme.

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

Director	Option Scheme	Number of options	Option exercise price per share	Expiry date
Steve Grant	2019 Employee Share Option Scheme	50,000	190.00p	24 May 2029
	2007 Employee Share Option Scheme	75,000	127.50p	20 April 2026
Jim Shears	2019 Employee Share Option Scheme	24,000	665.00p	28 April 2031
	2019 Employee Share Option Scheme	44,278	190.00p	24 May 2029
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	58,897	127.50p	20 April 2026

### Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014

#### 1 Details of the person discharging managerial responsibilities/person closely associated

a. Name Jim Shears

#### 2 Reason for notification

a. Position/Status CEO

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 N/A

<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	Grant of options				
c.	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>665p</td> <td>24,000</td> </tr> </tbody> </table>	Price(s)	Volume(s)	665p	24,000
Price(s)	Volume(s)					
665p	24,000					
d.	Aggregated information  - Aggregated Volume  - Price	24,000  665p				
e.	Date of the transaction	28 April 2021				
f.	Place of the transaction	(London) AIM				

<b>Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014</b>		
<b>1 Details of the person discharging managerial responsibilities/person closely associated</b>		
a.	Name	Philip Ratcliffe
<b>2 Reason for notification</b>		
a.	Position/Status	Commercial Director
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	N/A

<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	Grant of options				
c.	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>665p</td> <td>13,000</td> </tr> </tbody> </table>	Price(s)	Volume(s)	665p	13,000
Price(s)	Volume(s)					
665p	13,000					
d.	Aggregated information  - Aggregated Volume  - Price	13,000  665p				
e.	Date of the transaction	28 April 2021				
f.	Place of the transaction	(London) AIM				

This announcement contains inside information for the purposes of the UK Market Abuse Regulation and the Directors of the Company take responsibility for this announcement.

Enquiries:

Tandem Group plc  
Jim Shears, Chief Executive Officer  
David Rock, Company Secretary  
Telephone 0121 748 8075

Nominated Adviser  
Cairn Financial Advisers LLP  
James Caithie  
Sandy Jamieson  
Telephone 020 7213 0880

29 April 2021

*Forward-Looking Statements*

*Certain statements made in this announcement are forward-looking statements. These forward-looking statements are not historical facts but rather are based on the Company's current expectations, estimates, and projections about its industry; its beliefs; and assumptions. Words such as 'anticipates,' 'expects,' 'intends,' 'plans,' 'believes,' 'seeks,' 'estimates,' and similar expressions are intended to identify forward-looking statements. These statements are not guarantees of future performance and are subject to known and unknown risks, uncertainties, and other factors, some of which are beyond the Company's control, are difficult to predict, and could cause actual results to differ materially from those expressed or forecasted in the forward-looking statements. The Company cautions security holders and prospective security holders not to place undue reliance on these forward-looking statements, which reflect the view of the Company only as of the date of this announcement. The forward-looking statements made in this announcement relate only to events as of the date on which the statements are made. The Company will not*

*undertake any obligation to release publicly any revisions or updates to these forward-looking statements to reflect events, circumstances, or unanticipated events occurring after the date of this announcement except as required by law or by any appropriate regulatory authority.*