

PUBLIC OPENING POSITION DISCLOSURE BY A PARTY TO AN OFFER
Rules 8.1 and 8.2 of the Takeover Code (the "Code")

1. KEY INFORMATION

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|--|---------------|
| (a) Full name of discloser: | TClarke plc |
| (b) Owner or controller of interests and short positions disclosed, if different from 1(a): <i>The naming of nominee or vehicle companies is insufficient. For a trust, the trustee(s), settlor and beneficiaries must be named.</i> | N/A |
| (c) Name of offeror/offeree in relation to whose relevant securities this form relates: <i>Use a separate form for each offeror/offeree</i> | TClarke plc |
| (d) Is the discloser the offeror or the offeree? | OFFEREE |
| (e) Date position held: <i>The latest practicable date prior to the disclosure</i> | 24 April 2024 |
| (f) In addition to the company in 1(c) above, is the discloser making disclosures in respect of any other party to the offer? <i>If it is a cash offer or possible cash offer, state "N/A"</i> | N/A |

2. POSITIONS OF THE PARTY TO THE OFFER MAKING THE DISCLOSURE

If there are positions or rights to subscribe to disclose in more than one class of relevant securities of the offeror or offeree named in 1(c), copy table 2(a) or (b) (as appropriate) for each additional class of relevant security.

(a) Interests and short positions in the relevant securities of the offeror or offeree to which the disclosure relates

| Class of relevant security: | Ordinary 10p | | | |
|---|--------------|-----|-----------------|-----|
| | Interests | | Short positions | |
| | Number | % | Number | % |
| (1) Relevant securities owned and/or controlled: | Nil | Nil | Nil | Nil |
| (2) Cash-settled derivatives: | Nil | Nil | Nil | Nil |
| (3) Stock-settled derivatives (including options) and agreements to purchase/sell: | Nil | Nil | Nil | Nil |
| TOTAL: | Nil | Nil | Nil | Nil |

All interests and all short positions should be disclosed.

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

(b) Rights to subscribe for new securities

| | |
|--|-----|
| Class of relevant security in relation to which subscription right exists: | N/A |
| Details, including nature of the rights concerned and relevant percentages: | N/A |

3. POSITIONS OF PERSONS ACTING IN CONCERT WITH THE PARTY TO THE OFFER MAKING THE DISCLOSURE

Details of any interests, short positions and rights to subscribe (including directors' and other employee options) of any person acting in concert with the party to the offer making the disclosure:

a) Interests in TClarke plc's ordinary shares of 10p each held by the directors of TClarke plc:

| Director | Number of Ordinary Shares | % of issued share capital |
|-----------------|----------------------------------|----------------------------------|
| Mark Lawrence | 661,882 | 1.252% |
| Trevor Mitchell | 473,560 | 0.896% |
| Mike Crowder | 580,707 | 1.099% |
| Iain McCusker | 2,000 | 0.004% |
| Peter Maskell | 41,500 | 0.079% |
| Aysegul Sabanci | 2,000 | 0.004% |
| Jonathan Hook | 20,000 | 0.038% |

b) Rights to subscribe for Interests in TClarke plc's ordinary shares of 10p each held by the directors of TClarke plc:

| Director | Type | Number of Options | Date of Grant | Vesting Date | Expiry Date | Exercise price |
|-----------------|---------------------------------------|--------------------------|----------------------|---------------------|--------------------|-----------------------|
| Trevor Mitchell | TClarke Equity Incentive Plan | 251,042 | 28.04.2021 | 28.04.2024 | 28.04.2031 | Nil |
| Mark Lawrence | TClarke Equity Incentive Plan | 337,411 | 28.04.2021 | 28.04.2024 | 28.04.2031 | Nil |
| Mike Crowder | TClarke Equity Incentive Plan | 287,827 | 28.04.2021 | 28.04.2024 | 28.04.2031 | Nil |
| Trevor Mitchell | TClarke 2021 Long Term Incentive Plan | 226,027 | 16.03.2022 | 16.03.2025 | 16.03.2032 | Nil |

| | | | | | | |
|-----------------|---------------------------------------|---------|------------|------------|------------|-----|
| Mark Lawrence | TClarke 2021 Long Term Incentive Plan | 301,370 | 16.03.2022 | 16.03.2025 | 16.03.2032 | Nil |
| Mike Crowder | TClarke 2021 Long Term Incentive Plan | 256,849 | 16.03.2022 | 16.03.2025 | 16.03.2032 | Nil |
| Trevor Mitchell | TClarke 2021 Long Term Incentive Plan | 253,382 | 27.03.2023 | 27.03.2026 | 27.03.2033 | Nil |
| Mark Lawrence | TClarke 2021 Long Term Incentive Plan | 337,843 | 27.03.2023 | 27.03.2026 | 27.03.2033 | Nil |
| Mike Crowder | TClarke 2021 Long Term Incentive Plan | 287,934 | 27.03.2023 | 27.03.2026 | 27.03.2033 | Nil |
| Trevor Mitchell | TClarke 2021 Long Term Incentive Plan | 287,668 | 27.03.2024 | 27.03.2027 | 27.03.2034 | Nil |
| Mark Lawrence | TClarke 2021 Long Term Incentive Plan | 383,478 | 27.03.2024 | 27.03.2027 | 27.03.2034 | Nil |
| Mike Crowder | TClarke 2021 Long Term Incentive Plan | 326,877 | 27.03.2024 | 27.03.2027 | 27.03.2034 | Nil |

c) Interests in TClarke plc's ordinary shares of 10p each held by other concert parties of TClarke plc:

| Registered holder | Number of Ordinary Shares | % of issued share capital |
|---|----------------------------------|----------------------------------|
| Apex Financial Services (Trust Company) Limited, in its capacity as trustee of the TClarke Employee Share Ownership Trust | 437,831 | 0.828% |

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

4. OTHER INFORMATION

(a) Indemnity and other dealing arrangements

Details of any indemnity or option arrangement, or any agreement or understanding, formal or informal, relating to relevant securities which may be an inducement to deal or refrain from dealing entered into by the party to the offer making the disclosure or any person acting in concert with it:

Irrevocable commitments and letters of intent should not be included. If there are no such agreements, arrangements or understandings, state "none"

None

(b) Agreements, arrangements or understandings relating to options or derivatives

Details of any agreement, arrangement or understanding, formal or informal, between the party to the offer making the disclosure, or any person acting in concert with it, and any other person relating to:

- (i) the voting rights of any relevant securities under any option; or
- (ii) the voting rights or future acquisition or disposal of any relevant securities to which any derivative is referenced:

If there are no such agreements, arrangements or understandings, state "none"

None

(c) Attachments

Are any Supplemental Forms attached?

| | |
|--------------------------------------|----|
| Supplemental Form 8 (Open Positions) | NO |
| Supplemental Form 8 (SBL) | NO |

| | |
|----------------------------|--|
| Date of disclosure: | 25 April 2024 |
| Contact name: | Trevor Mitchell, Chief Financial Officer |
| Telephone number: | +44 (0) 20 7997 7400 |

Public disclosures under Rule 8 of the Code must be made to a Regulatory Information Service.

The Panel's Market Surveillance Unit is available for consultation in relation to the Code's disclosure requirements on +44 (0)20 7638 0129.

The Code can be viewed on the Panel's website at www.thetakeoverpanel.org.uk.