

**THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.**

**If you are in any doubt as to the action you should take, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser authorised under the Financial Services and Markets Act 2000 if you are in the United Kingdom, or if you are outside the United Kingdom, from another appropriately authorised independent adviser.**

13 May 2026

Dear Shareholder

**Headlam Group plc**  
(‘Headlam’ or the ‘Company’)

**Notice of General Meeting**

I am writing to you to advise you that there is a Notice of a General Meeting (‘GM’) from the Company which has now been published on the Company’s website at [www.headlam.com](http://www.headlam.com)

The GM will be held at 11.00 am on 2 June 2026 at our head office at Gorse Lane, Coleshill, Birmingham B46 1JU. To help prioritise safety and manage the numbers of shareholders attending the GM, we are asking that only shareholders or their duly nominated proxies attend the GM in person, and that you confirm in advance if you intend to attend in person by emailing [HeadlamGroup@headlam.com](mailto:HeadlamGroup@headlam.com).

**YOUR BOARD RECOMMENDS YOU VOTE AGAINST ALL OF THE RESOLUTIONS AT THE GENERAL MEETING**

The Company would like to encourage you to cast your proxy vote for the GM electronically via the Investor Centre app or at <https://uk.investorcentre.mpms.mufg.com/>, or via [proximity.io](https://proximity.io) (if you are an institutional investor), or for CREST holders, via the CREST network. However, should you require a hard copy Form of Proxy please contact MUFG Corporate Markets at [shareholderenquiries@cm.mpms.mufg.com](mailto:shareholderenquiries@cm.mpms.mufg.com) or by calling 0371 664 0300\* or +44 (0) 371 664 0300\*, further details are contained within the Notice of GM.

Yours faithfully

**Alison Hughes**  
General Counsel & Company Secretary

\* Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Lines are open between 09:00 – 17:30, Monday to Friday excluding public holidays in England and Wales.

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Registered Office: As above. Registered in England No. 00460129