

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.

9 April 2026

Dear Shareholder

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

2025 Annual Report and Accounts

I am writing to advise you that the Company’s Annual Report and Accounts for the year ended 31 December 2025 (‘Annual Report’) has now been published on the Company’s website at www.headlam.com

Thank you for agreeing to receive the Annual Report via the website, rather than in hard copy, as this is reducing our environmental impact and directly contributing to cost savings for the Company. If you would like to receive general communications from Headlam via email, rather than paper notifications, such as this letter, please telephone MUFG Corporate Markets on 0371 664 0300* or +44 (0)371 644 0300 (international)* or register your preference via their shareholder portal at uk.investorcentre.mpms.mufg.com

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.

Headlam Group plc, Gorseley Lane, Coleshill, Birmingham B46 1JU
T +44 (0) 1675 433 000,
headlamgroup@headlam.com, www.headlam.com

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