

9 October 2023

Headlam Group plc
('Headlam' or the 'Company')

Employee SAYE scheme and Director/PDMR shareholding

The Company announces that options were granted on 6 October 2023 over a total of 1,164,804 ordinary shares of 5 pence each in the share capital of the Company under its HMRC approved employee Save-As-You-Earn ('SAYE') share option scheme. The 2023 SAYE options have an exercise price, calculated in accordance with the rules of the SAYE scheme, of 181.60 pence and vest in 2026.

Details of the grants to the Company's Executive Directors and PDMRs who elected to participate in the 2023 SAYE scheme are shown below:

Executive Director	Role	Number of ordinary shares over which option granted
Chris Payne	Chief Executive	10,214
Adam Phillips	Chief Financial Officer	5,107

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Headlam Group plc

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George Sellar / John Welch

Notification and public disclosure of transactions by persons discharging managerial responsibilities / persons closely associated with them.

1.	Details of PDMR / person closely associated with them ("PCA")	
a)	Name	Chris Payne
2.	Reason for the notification	
a)	Position / status	Chief Executive
b)	Initial notification / amendment	Initial notification
3.	Details of the issuer	
a)	Name	Headlam Group plc
b)	LEI	21380014AZZUJEYX9O90
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	
a)	Description of the financial instrument, type of instrument	Ordinary shares of £0.05 each.
b)	Identification code	ISIN: GB0004170089

c)	Nature of the transaction	Grant of option to acquire ordinary shares under the Company's SAYE scheme.	
d)	Price(s) and volume(s)	Price(s)	Volume(s)
		181.60p	10,214
e)	Aggregated information	N/A	
	- Volume		
	- Price		
f)	Date of the transaction	6 October 2023	
g)	Place of the transaction	Outside a trading venue	

1.	Details of PDMR / person closely associated with them ("PCA")		
a)	Name	Adam Phillips	
2.	Reason for the notification		
a)	Position / status	Chief Financial Officer	
b)	Initial notification / amendment	Initial notification	
3.	Details of the issuer		
a)	Name	Headlam Group plc	
b)	LEI	213800I4AZZUJEYX9O90	
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		
a)	Description of the financial instrument, type of instrument	Ordinary shares of £0.05 each.	
b)	Identification code	ISIN: GB0004170089	
c)	Nature of the transaction	Grant of option to acquire ordinary shares under the Company's SAYE scheme.	
d)	Price(s) and volume(s)	Price(s)	Volume(s)
		181.60p	5,107
e)	Aggregated information	N/A	
	- Volume		
	- Price		
f)	Date of the transaction	6 October 2023	
g)	Place of the transaction	Outside a trading venue	

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