

17 October 2024

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

Employee SAYE scheme and Director/PDMR shareholding

The Company announces that options were granted on 16 October 2024 over a total of 1,199,809 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 2024 SAYE options have an exercise price, calculated in accordance with the rules of the SAYE scheme, of 114.74 pence and vest in 2027.

Details of the grants to the Company's Executive Directors and PDMRs who elected to participate in the 2024 SAYE scheme are shown below:

Executive Director	Role	Number of ordinary shares over which option granted
Chris Payne	Chief Executive	12,513
Adam Phillips	Chief Financial Officer	6,272

Enquiries:

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	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)
		114.74p	12,513
e)	Aggregated information - Volume - Price	N/A	
f)	Date of the transaction	16 October 2024	
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)
		114.74 p	6,272
e)	Aggregated information - Volume - Price	N/A	
f)	Date of the transaction	16 October 2024	
g)	Place of the transaction	Outside a trading venue	

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