

20 December 2024

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

Board Change

Headlam (LSE: HEAD), the UK's leading floorcoverings distributor, announces that, following the significant step in the delivery of our transformation plans of the property disposal transactions, (announced earlier today which bring the Group to a net cash position), Keith Edelman has informed the Board of his intention to step down from his role as Chair of the Company.

Keith will support a managed transition to his successor, Stephen Bird, and will not seek re-election as a Director at the Company's Annual General Meeting in May 2025.

Keith has been a Director of the Company for six years and the Board is grateful to Keith for his service as both Non-Executive Director and, latterly, as Chair, and wish him well for his future ventures.

The Board is pleased to announce that Stephen Bird will be appointed Chair of the Company and its Nomination Committee with effect from the Company's AGM in May 2025, and Stephen will stand for re-election at the AGM in May 2025.

Stephen has extensive executive experience developing successful, customer-led growth strategies to help businesses grow and adapt to changing markets. He had been Group Chief Executive of Videndum plc since 2009 and recently stepped down from that role. Previously he was Senior Independent Director of Dialight plc and was Divisional Managing Director of Weir Oil & Gas. Stephen has also held senior roles at Danaher Corporation, Black & Decker, and Technicolor Group.

Chris Payne, Chief Executive Officer said *"On behalf of the Board I would like to thank Keith for the extensive contribution he has made to the Company over the past six years, chairing the Board whilst we have made significant progress against our strategy and overseen our transformation plans. I'm pleased Stephen has agreed to be our next Chair and look forward to continuing to work with Stephen and the Board as we implement our transformation plan over the next two years"*.

This announcement is made in accordance with Listing Rule 6.4.6. No further details are required to be disclosed under LR6.4.8 or LR6.4.10.

Enquiries

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Notes to Editors

Operating for over 30 years, Headlam is the UK's leading floorcoverings distributor. The Group works with suppliers across the

Operating for over 50 years, Headlam is the UK's leading floorcoverings distributor. The Group works with suppliers across the globe manufacturing the broadest range of products, and gives them a highly effective route to market, selling their products into the large and diverse trade customer base. The Group has an extensive customer base spanning independent and multiple retailers, small and large contractors, and housebuilders. It provides its customers with a market leading service through the largest product range, in-depth knowledge, ecommerce and marketing support, and nationwide next day delivery service. To maximise customer reach and sales opportunity, Headlam operates businesses, trade brands and product brands across the UK and Continental Europe (France and the Netherlands), which are supported by the group's network, central resources and processes.

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