

28 February 2025

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

Board Change

Headlam (LSE: HEAD), the UK's leading floorcoverings distributor, announces that, following a successful handover to Stephen Bird as part of the Company's Chair succession plan, Keith Edelman will step down from the Board with immediate effect and his roles as Chair of the Company and its Nomination Committee will pass to Stephen Bird.

Keith has been a Director of the Company for over 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 confirms that Stephen Bird will take over as Chair of the Company and its Nomination Committee with immediate effect, and Stephen will stand for re-election at the AGM in May 2025. The Board is also pleased to announce that Jemima Bird, Chair of our Remuneration Committee, has also been appointed as Senior Independent Director with immediate effect.

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 Chair and Jemima our Senior Independent Director with immediate effect and look forward to continuing to work with both Stephen, Jemima and the rest of the Board as we implement our transformation plan"*.

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.

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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 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, e-commerce 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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