

23 May 2025

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

**2025 Annual General Meeting ('AGM') Poll Results**

The Board of Headlam Group plc is pleased to announce that all the resolutions put to its shareholders at the AGM held on 22 May were duly passed by the requisite majorities on a poll.

In accordance with the UK Listing Rules, a copy of all resolutions other than resolutions concerning ordinary business at the Annual General Meeting will be submitted to the National Storage Mechanism and will shortly be available for inspection at: <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>.

The results of the poll for each resolution are shown below:

	Resolution	Votes For (including discretionary votes)		Votes Against		Votes Withheld	Total Votes Cast (excluding Votes Withheld)	
		No. of Votes	% of votes cast	No. of Votes	% of votes cast	No. of Shares	No. of Votes	% of Issued Share Capital**
1.	Receive the Annual Report and Accounts	54,934,586	99.79%	114,376	0.21%	1,163,172	55,048,962	68.09%
2.	Approve the Directors' Remuneration Report	54,909,398	99.74%	141,451	0.26%	1,161,285	55,050,849	68.10%
3.	Re-elect Adam Phillips	54,918,972	99.76%	129,990	0.24%	1,163,172	55,048,962	68.09%
4.	Re-elect Chris Payne	54,916,472	99.76%	132,490	0.24%	1,163,172	55,048,962	68.09%
5.	Re-elect Stephen Bird	50,125,058	91.05%	4,927,310	8.95%	1,159,766	55,052,368	68.10%
6.	Re-elect Gemma Bird	54,225,614	98.5%	826,490	1.5%	1,160,030	55,052,104	68.10%
7.	Re-elect Robin Williams	53,481,063	97.15%	1,569,899	2.85%	1,161,172	55,050,962	68.10%
8.	Re-elect Karen Hubbard	49,819,834	90.49%	5,233,864	9.51%	1,158,436	55,053,698	68.10%
9.	Re-appoint PricewaterhouseCoopers LLP as the Auditor	54,932,992	99.78%	119,376	0.22%	1,159,766	55,052,368	68.10%
10.	Authorise the Directors to determine Auditor's remuneration	54,933,457	99.79%	115,505	0.21%	1,163,172	55,048,962	68.09%
11.	Authorise allotment of shares	54,921,872	99.76%	132,090	0.24%	1,158,172	55,053,962	68.10%
12.	Disapply pre-emption rights* (General)	50,484,888	91.7%	4,568,810	8.3%	1,158,436	55,053,698	68.10%
13.	Disapply pre-emption rights* (Acquisition or Capital Investment)	48,150,731	87.46%	6,902,967	12.54%	1,158,436	55,053,698	68.10%
14.	Authorise purchase of own shares*	50,531,671	91.79%	4,522,291	8.21%	1,158,172	55,053,962	68.10%
15.	Call general meetings on 14 days' notice*	50,452,965	91.64%	4,600,997	8.36%	1,158,172	55,053,962	68.10%

\* Indicates a special resolution requiring a 75% majority of votes cast

\*\* Excludes treasury shares

**Notes:**

- 1 A vote 'Withheld' is not a vote in law and is not counted in the calculation of the proportion of votes 'For' or 'Against' a resolution, the total votes validly cast or the calculation of the proportion of issued share capital voted.
- 2 As at the voting record date, Headlam had 85,639,209 ordinary shares in issue, of which 80,841,594 held voting rights.
- 3 To calculate the proxy votes as a percentage of shares in issue, treasury shares were excluded.

## Enquiries

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