

TR-1: Standard form for notification of major holdings

**1. Issuer Details**

**ISIN**

GB0004170089

**Issuer Name**

HEADLAM GROUP PLC

**UK or Non-UK Issuer**

UK

**2. Reason for Notification**

An acquisition or disposal of voting rights

**3. Details of person subject to the notification obligation**

**Name**

FIL Limited

**City of registered office (if applicable)**

Hamilton

**Country of registered office (if applicable)**

Bermuda

**4. Details of the shareholder**

**Full name of shareholder(s) if different from the person(s) subject to the notification obligation, above**

**City of registered office (if applicable)**

**Country of registered office (if applicable)**

**5. Date on which the threshold was crossed or reached**

28-Jan-2026

**6. Date on which Issuer notified**

29-Jan-2026

**7. Total positions of person(s) subject to the notification obligation**

	% of voting rights attached to shares (total of 8.A)	% of voting rights through financial instruments (total of 8.B 1 + 8.B 2)	Total of both in % (8.A + 8.B)	Total number of voting rights held in issuer
Resulting situation on the date on which threshold was crossed or reached	4.881300	0.723800	5.605100	4531544
Position of previous notification (if applicable)	9.230000	0.730000	9.960000	

**8. Notified details of the resulting situation on the date on which the threshold was crossed or reached****8A Voting rights attached to shares**

Class/Type of shares ISIN code(if possible)	Number of direct voting rights (DTR5.1)	Number of indirect voting rights (DTR5.2.1)	% of direct voting rights (DTR5.1)	% of indirect voting rights (DTR5.2.1)
GB0004170089		3946390		4.881300
Sub Total 8.A	3946390		4.881300%	

**8B1. Financial Instruments according to (DTR5.3.1R.(1) (a))**

Type of financial instrument	Expiration date	Exercise/conversion period	Number of voting rights that may be acquired if the instrument is exercised/converted	% of voting rights
Sub Total 8.B1				

**8B2. Financial Instruments with similar economic effect according to (DTR5.3.1R.(1) (b))**

Type of financial instrument	Expiration date	Exercise/conversion period	Physical or cash settlement	Number of voting rights	% of voting rights
CFD			Cash	585154	0.723800
Sub Total 8.B2				585154	0.723800%

**9. Information in relation to the person subject to the notification obligation**

2. Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entities (please add additional rows as necessary)

Ultimate controlling person	Name of controlled undertaking	% of voting rights if it equals or is higher than the notifiable threshold	% of voting rights through financial instruments if it equals or is higher than the notifiable threshold	Total of both if it equals or is higher than the notifiable threshold
FIL Limited	FIL Limited	4.881300	0.723800	5.605100%
FIL Limited	FIL Financial Services Holdings Limited	4.881300	0.723800	5.605100%
FIL Limited	FIL Financial Services Holdings 2 Limited	4.881300	0.723800	5.605100%
FIL Limited	FIL Holdings (UK) Limited	4.881300	0.723800	5.605100%
FIL Limited	FIL Investments International	4.881300	0.723800	5.605100%

**10. In case of proxy voting**

**Name of the proxy holder**

**The number and % of voting rights held**

**The date until which the voting rights will be held**

**11. Additional Information**

<b>12. Date of Completion</b>
29-Jan-2026
<b>13. Place Of Completion</b>
Dublin, Ireland

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