



HEADFIRST GLOBAL PLC
750 CAPABILITY GREEN
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7 April 2025

Dear HeadFirst Noteholder,

Temporary Extension of Maturity Date of Fixed Rate Tranche A Convertible Notes (the “Notes”) due 4 April 2025

As you are aware, in connection with the sale of Impellam Group PLC to HeadFirst Global PLC (“**HeadFirst**”), you were issued with Notes in HeadFirst. The maturity date of the Notes was 4 April 2025 (the “**Maturity Date**”) and as HeadFirst had not elected to redeem the Notes, without modification of the terms of the Notes, the Notes would have been automatically converted into Ordinary Shares A and Preference Shares A in HeadFirst.

Certain shareholders of HeadFirst have made a proposal to the board of HeadFirst and the Noteholder Representative (as defined in the Note Instrument constituting the Notes (the “**Note Instrument**”)) regarding a potential extension to the Maturity Date. Lord Ashcroft, as Noteholder Director (as defined in HeadFirst’s articles of association), has requested a temporary extension of the Maturity Date to 4 May 2025 (the “**Extended Maturity Date**”) to enable this proposal to be properly considered (the “**Temporary Extension**”).

In accordance with Clause 17 of the Note Instrument, the Temporary Extension has been duly sanctioned by Noteholders holding a majority in principal amount of the Notes for the time being, and has been duly consented to by HeadFirst. A conformed copy of the Note Instrument (as amended to reflect the Temporary Extension) and a copy of this letter are available on HeadFirst’s website at: headfirst.global.

There can be no certainty that the Extended Maturity Date will be extended any further, or the terms on which any further extension may be made. If no further extension is agreed, the Notes will automatically convert on 4 May 2025 in accordance with the Note Instrument (as amended). We will send an update to Noteholders in due course and that letter, and any other communications, will also be available at the above page on HeadFirst’s website.

A handwritten signature in black ink, appearing to read "Tim Briant".

Tim Briant
Chief Financial Officer
HeadFirst Global PLC