



HEADFIRST GLOBAL PLC
750 CAPABILITY GREEN
LUTON
LU1 3LU

4 July 2025

Dear HeadFirst Noteholder,

Temporary Extension of Maturity Date of Fixed Rate Tranche A Convertible Notes (the “Notes”) due 3 July 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 initially 4 April 2025, but has been sequentially extended to 3 July 2025 (the “**Maturity Date**”). 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 on the Maturity Date.

Certain shareholders of HeadFirst have made a revised proposal to the board of HeadFirst (including the Noteholder Director, as defined in HeadFirst’s articles of association) and Noteholders holding a majority in principal amount of the Notes for the time being, regarding a definitive extension to the Maturity Date (the “**Definitive Extension Proposal**”). In view of ongoing discussions regarding the Definitive Extension Proposal, the HeadFirst Board has unanimously proposed a temporary extension of the Maturity Date to 2 August 2025 (the “**Extended Maturity Date**”) (the “**Temporary Extension**”).

In accordance with Clause 17 of the note instrument constituting the Notes (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 2 August 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.

Yours faithfully,

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

Tim Briant
Chief Financial Officer
HeadFirst Global PLC