



4 August 2025

Conversion of Fixed Rate Tranche A Convertible Notes (the “Notes”) due 2 August 2025

In connection with the sale of Impellam Group PLC to HeadFirst Global PLC (“**HeadFirst**”), selling shareholders were issued with the Notes in HeadFirst. The maturity date of the Notes was initially 4 April 2025, but was sequentially extended to 2 August 2025 (the “**Maturity Date**”). The Notes reached maturity on the Maturity Date, without having been redeemed by HeadFirst prior to that date.

Accordingly, in accordance with condition 6.1 of the note instrument constituting the Notes (the “**Note Instrument**”), all outstanding Notes automatically converted into Class A Ordinary Shares and Class A Preference Shares (the “**Conversion Shares**”) in HeadFirst with effect from 2 August 2025 (the “**Conversion Date**”), except where such conversion resulted in fractional entitlements below one share.

Each Noteholder has been allotted its pro rata entitlement to Conversion Shares calculated in accordance with condition 6.2 of the Note Instrument (except in the case of fractional entitlements, as noted above).

No further action is required on the part of any Noteholders. Share certificates representing the Conversion Shares will be dispatched within 20 business days of the Conversion Date (by 1 September 2025).

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Tim Briant', is written over a light grey rectangular background.

Tim Briant

Chief Financial Officer

HeadFirst Global PLC