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Impellam Group plc
12 March 2024

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FOR IMMEDIATE RELEASE

12 March 2024

**Impellam Group plc ("Impellam" or the "Company")
Update on Declaration of Dividend in Specie**

Further to the announcement on 8 February 2024 regarding Impellam's declaration of a special dividend of, in aggregate, £25 million to be settled by way of a dividend in specie of the shares in two newly-incorporated subsidiaries of Impellam (the "**ShellCo Dividend**"), Impellam is pleased to confirm that payment of the ShellCo Dividend was made yesterday, 11 March 2024.

The ShellCo Dividend was effected through the transfer of new ordinary shares in each of Heather Venture Holdings Ltd. ("**Heather**" and "**Heather Shares**") and Tapir Holdings Ltd. ("**Tapir**" and "**Tapir Shares**", and, together with Heather, the "**ShellCos**") to Impellam Shareholders on a pro rata basis.

Impellam Shareholders on the Company's register of members at 5.00 p.m. (London time) on Friday 16 February 2024 (the "**Record Date**") received one new Heather Share and one new Tapir Share for each Impellam Share they owned on the Record Date.

The ordinary shares in each of the ShellCos were admitted to listing on the Bermuda Stock Exchange with effect from 11 March 2024 with ticker symbols "**HVH.BH**" for Heather and "**TPH.BH**" for Tapir.

The CREST accounts of Impellam Shareholders who hold ordinary shares in the Company in uncertificated form in CREST were credited with Depositary Interests representing Heather Shares and Tapir Shares on 11 March 2024. Definitive share certificates in respect of Heather Shares and Tapir Shares are expected to be posted to Impellam Shareholders who hold ordinary shares in the Company in certificated form within 14 days.

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