

10 January 2023

Norman Broadbent plc
("Norman Broadbent" or the "Company")

Directorate Change

Further to its announcement of 23 August 2022, Norman Broadbent plc (AIM: NBB), a leading London quoted Executive Search and Interim Management firm offering a diversified portfolio of integrated Leadership Acquisition & Advisory Services, announces the appointment of Mehr Malik as its Chief Financial Officer with effect from 16 January 2023 to replace Steve Smith.

Mehr is a qualified chartered accountant who trained with KPMG and has held various financial and commercial leadership roles with a range of businesses, including international high growth management consulting firms. She has a proven track record of developing teams and delivering sustainable and profitable business growth both organically and inorganically. Most recently, she has acted as portfolio CFO/FD directly and through Isosceles Finance, the provider of accounting outsourcing, FD services and M&A advisory. Prior to that she was CFO at Clarasys Limited and Finance Manager at BAE Systems Digital Intelligence (formerly known as BAE Systems Applied Intelligence and previously Detica). Mehr holds a degree in Applied Psychology from Cardiff University.

As set out in the Company's announcement of 23 August 2022, Steve Smith will remain with the Company for approximately five weeks following Mehr's appointment to facilitate a smooth handover and transition.

Kevin Davidson, the Company's CEO, commented "I am delighted to have someone of Mehr's calibre join the board and executive leadership team of Norman Broadbent plc as we continue to re-establish our position as a market leading executive search and interim management business.

On the back of the considerable growth Norman Broadbent experienced in 2022 and the trajectory the business is now on, Mehr will work closely with me on a number of initiatives, including corporate development, as we begin to look more seriously at emerging M&A opportunities in 2023 and beyond.

On behalf of the Board, I would also like to thank Steve for all of his contributions and wish him all the very best in his future endeavours."

Regulatory disclosures

In accordance with Schedule 2(g) of the AIM Rules for Companies, Mehr Malik, aged 44, who holds no shares in Norman Broadbent, holds or has held no directorships and partnerships in the past 5 years.

There is no further information required to be disclosed in respect of the above appointment pursuant to Rule 17 and Schedule 2 (g) of the AIM Rules for Companies.

For further information, please contact:

Norman Broadbent plc 020 7484 0000

Peter Searle, Chairman

Kevin Davidson, CEO

Steve Smith, CFO

Shore Capital 020 7408 4090

Nominated Adviser and Broker

Tom Griffiths / Tom Knibbs (Corporate Advisory)

Henry Willcocks (Corporate Broking)

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