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1 April 2025

Northcoders Group PLC
(‘Northcoders’, the ‘Group’ or the ‘Company’)

New Consultancy contract wins

*Northcoders to provide digital training to leading UK Building Society
and Manchester Airports Group*

Northcoders (AIM:CODE), a market leader in technology training in the UK, is pleased to announce that its consultancy brand, Counter® has secured new contracts with Skipton Building Society ('Skipton'), one of the leading UK-based mutual financial services groups, and Manchester Airports Group ('MAG').

Following the successful integration of a Data Engineering team in 2024, Skipton has agreed terms for a second consultancy contract with Counter® in line with its strategy to grow internal capabilities and deliver its ambitious technology strategy. This team is supporting the delivery of the Society's brand-new customer web and mobile applications for its members using the Northcoders business model of deploying advanced engineers from Northcoders alumni and the Group's Tech Returners business. Beyond the immediate delivery to Skipton's members, a key benefit to the Society is the option for the Consultants to join Skipton for the next stage of their career.

Following an initial six-month engagement with MAG, a further three-month contract extension has been agreed. The embedded team of technologists will be working on a project to enhance MAG's three airport websites, and delivering an improved mobile experience.

Chris Hill, CEO of Northcoders, said: *"We are delighted to announce the new contracts for our consultancy division, reflecting the recent progress made by Counter® in disrupting the traditional, hire, train, deploy market. With a focus specifically on the underserved technology training market, and offering the best-in-class Consultants, we are beginning to build a brand, relationships and pipeline to take material market share in the medium term, particularly with return customers like Manchester Airports Group.*

"This demonstrates the successful diversification of Northcoders revenues as we mature as a business, addressing the UK's significant digital skills gap in private and public services and meeting technology transformation aspirations over the coming years."

June Powell, Engineering Enablement Lead, Skipton Building Society, said: *"I had the pleasure of working with Counter® last year on a project, and I am delighted to have the opportunity to collaborate with them again in a different area of our business. I look forward to seeing more of their skills and experience in action as they continue to support The Society in our ongoing evolution. Their collaborative approach and the time they dedicate to truly understanding our culture make them an ideal fit for Skipton."*

- Ends -

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Notes to Editors

Northcoders is a market leading provider of technology training for businesses and individuals with courses in, Software Engineering, Data Engineering, AI and Machine Learning, and Platform Engineering. Founded in 2015, the Group provides the highest quality online training to students across the UK via its proven NCore technology platform.

Powered by IP rich technology, Northcoders offers boot camp courses to individuals from a range of backgrounds, delivered through virtual and physical learning. The Group also works with blue chip corporates across multiple sectors to help them to achieve their digital requirements, with teams as a service and to supply innovative solutions for the upskilling and reskilling of employees. With a keen focus of inclusivity, diversity and quality at its core, Northcoders aims to address the digital skills gap in the UK to meet the increasing demand for digital specialists at all levels, from businesses and public agencies.

Northcoders was admitted to trading on AIM in July 2021 with the ticker CODE.L. For additional information please visit investors.northcodersgroup.com.

About Counter®

Counter® specialises in deploying UK-based teams of technologists into corporate clients, building dedicated teams that align technically and culturally with clients' long-term goals. Counter® is a challenger brand to the current tech consultancy, Offshore and Hire, Train and Deploy sector by offering a different approach underpinned by an efficient and scalable business model based on 100% utilisation rates for its Counter® consultants.

Counter®'s Consultants have either completed Northcoders' training and are proficient in modern cloud and software solutions, including AI/ML development, data and cloud engineering or are part of the Tech Returners network. The consultancy's robust model ensures that at the end of each engagement, clients have the option to onboard the consultants as full-time employees ('FTEs'), at no additional cost, reinforcing skill retention and continuity.

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