

19 June 2025

Mortgage Advice Bureau (Holdings) plc

("MAB" or the "Group")

Board Changes

Mortgage Advice Bureau (Holdings) plc (AIM: MAB.L), a leading technology-driven UK mortgage network and broker, announces the following directorate appointments and executive changes:

Ben Thompson, Deputy CEO, to transition to a new strategic role

Ben Thompson, Deputy CEO, will transition into a newly created strategic role, focusing on building new value by optimising MAB's mortgage opportunity and broadening and strengthening its customer proposition. Ben will step down from his current role and leave the Board at the end of this year.

Over the past seven years, Ben has been a key member of the Board, playing an instrumental role in the Group's development and success. His leadership and deep market expertise have earned the trust of colleagues, partners and investors alike, and the Board is delighted that he will be steering this exciting part of MAB's future development.

Chief Operating Officer appointment

MAB has appointed Yaiza Luengo as Chief Operating Officer and member of the Executive Committee, with effect from 8 September 2025. She is expected to join the Board when Ben Thompson steps down at the end of this year, subject to all necessary approvals. Yaiza brings over 20 years of international experience in financial services, with a strong track record in driving large-scale transformation, revenue leadership and operational restructuring in regulated environments. She has led technology-enabled change across cloud and data architecture, Artificial Intelligence (AI), digital customer experience and enterprise platforms. Her career includes senior executive roles at RBS, Barclays, HSBC, Refinitiv (now part of LSEG), and WiZink Bank.

Non-Executive Director appointments

MAB is pleased to announce the following appointments with immediate effect:

- Mandy Donald as Independent Non-Executive Director. Mandy will Chair the Audit Committee and serve on the Remuneration, Nomination and Group Risk Committees.
- Dr Orlando Machado as Independent Non-Executive Director. Orlando will serve on the Remuneration, Audit, Nomination and Group Risk Committees.

Mandy brings extensive experience across both complex organisations and early-stage ventures, with a background in strategy as well as financial and risk management. A Chartered Accountant, Mandy currently serves as Non-Executive Director and Chair of Audit & Risk Committees at several companies in the professional services and financial services sectors. Her previous executive career includes 18 years at EY.

Orlando is a leading data scientist and AI expert with 30 years' experience turning data into commercial advantage for global enterprises. Formerly Chief Data Officer at the LEGO Group, Head of UK Data Science and Analytics at Tesco's dunnhumby, and Chief Data Scientist at both MoneySuperMarket and Aviva, he now serves as a Non-Executive Director at the University of Cambridge and adviser to Electrify Video Partners. He previously sat on the Board of Neos, a security technology company acquired by Sky in 2021. Orlando holds a PhD in Statistics from the University of Warwick and was awarded DataIQ's 2023 Professor Derek Holder Lifetime Achievement Award.

Both appointments are subject to all necessary approvals.

Other changes to Non-Executive Director roles

Also, with effect from 18 June 2025:

- Rachel Haworth will become Senior Independent Non-Executive Director, subject to all necessary approvals, in addition

to her current role as Chair of the Remuneration Committee.

- Nathan Imlach, previously Senior Independent Non-Executive Director and Chair of the Audit Committee, will step down as a member of the Audit, Remuneration, Nomination and Group Risk Committees and remain on the Board as a non-independent Non-Executive Director.

Mike Jones, Non-Executive Chair, said:

"These Board changes are a natural evolution of MAB. The appointment of Yaiza as Chief Operating Officer, a newly created role, is central to delivering on the ambitions outlined by our Executive Team at our Capital Markets Day earlier this year. Yaiza's considerable operational experience, and technology background will provide important leadership as we deliver on our medium-term growth targets. We look forward to welcoming her to the Board at the end of the year.

Since joining the Group in 2018, Ben has been a key member of the team that has delivered significant revenue and market share growth at MAB, and although he has chosen to step down from the Board due to personal circumstances, I am delighted that his major contribution to the business will continue in his new strategic role.

I am also very pleased to welcome Mandy and Orlando to the Board. Mandy combines deep financial services expertise and significant Board experience in scaling businesses. Orlando brings data science and AI expertise at Board level, both of which are at the forefront of MAB's strategic decision making. These appointments will benefit the Board and wider organisation greatly.

Finally, I would like to thank Nathan for his enormous contribution to the Board as Senior Independent Director since our IPO in 2014. His depth of experience and strategic insight remain a valuable asset to the Board, and we look forward to his continued involvement and guidance. Rachel has made a valuable contribution to the Board since joining in May last year, and we are pleased to welcome her to her new role as Senior Independent Non-Executive Director."

Regulatory disclosures

The following information is provided in accordance with AIM Rule 17 and Schedule Two (g) of the AIM Rules for Companies:

Mandy Donald, aged 52 years, currently holds or has held the following directorships and partnerships in the last five years:

Current Directorships/Partnerships

Liontrust Asset Management plc - Non-Executive Director and Chair of Audit and Risk committee

Begbies Traynor Group plc - Non-Executive Director and Chair of Audit committee

JP Morgan US Smaller Companies Investment Trust plc - Non-Executive Director and Chair of Audit committee

Gowling WLG LLP - Non-Executive Director

Punter Southall Group Limited - Non-Executive Director & Chair of the Audit and Risk Committee

Past Directorships/Partnerships in the last 5 years

Institute of Cancer Research - Trustee & Audit Committee Chair

Dr Orlando Antonio Machado, aged 53 years, currently holds or has held the following directorships and partnerships in the last five years:

Current Directorships/Partnerships

Oxford Cambridge and RSA Examinations - Director

Past Directorships/Partnerships in the last 5 years

NEOS Ventures Ltd - Director

Save for the information above, MAB is aware of no further disclosures required under these provisions in respect of the

appointments of Mandy Donald and Dr Orlando Machado.

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About MAB:

MAB is one of the UK's leading consumer intermediary brands and specialist networks for mortgage advisers.

Through its partner firms known as Appointed Representatives (ARs), MAB has approximately 2,000 advisers providing expert advice to customers on a range of mortgage, specialist lending, protection, and general insurance products. MAB supports its AR firms with proprietary technology and services, including adviser recruitment and lead generation, learning and development, compliance auditing and supervision, and digital marketing and website solutions.

For more information, visit www.mortgageadvicebureau.com

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