

7th February 2022

Norman Broadbent plc

("Norman Broadbent", "NBB" or the "Group")

Board Changes

The board (the "Board") of Norman Broadbent (AIM: NBB), a leading London quoted Professional Services firm offering a diversified portfolio of integrated Leadership Acquisition & Advisory Services (Board & Leadership Search, Senior Interim Management, Research & Insight, Leadership Consulting & Assessment, and executive level Talent Solutions), is pleased to announce that Devyani Vaishampayan will be joining the Board as a Non-Executive Director effective from today and will also be appointed as Chair of the Audit Committee.

Devyani Vaishampayan is currently CEO of the HR TECH partnership, which runs the Human Capital Digital Innovation Hub, which focuses on producing Digital/AI solutions to human capital challenges. The firm runs innovation hubs, helping organisations engage and learn about digital disruption around culture, people and skills. It also invests in AI-based workplace digital start-ups. She is also a Non-Executive Director and REMCO member with The Law Society and the British Quality Foundation.

Prior to this, Devyani has been an international and multi-sector FTSE 100 Group Chief Human Resources Officer and board member effectively leading large, diverse, and multi- billion complex organisations through transformational change. She has held global roles in successful organisations across various industries such as Citibank, G4S, AT&T, British Gas, Rolls Royce, and British Standards Institution.

Peter Searle, Executive Chairman, said: *"We are delighted to have Devyani join our Board. She brings a wealth of experience around leadership, culture and talent management and her international expertise will be invaluable as we look to grow the business in the coming years."*

Kevin Davidson, CEO, said: *"Securing someone of Devyani's calibre and stature to the board is testament to where NBB is heading. Devyani's appointment, along with the broader leadership changes, cultural refresh and ongoing growth of headcount and talent across our service lines and industry verticals establishes a very strong platform for 2022 and beyond. Exciting times."*

Devyani Vaishampayan, said: *"Having known and respected Norman Broadbent for many years, I am thrilled to be part of this exciting new chapter for the business. A great deal has been achieved in recent months and I am very much looking forward to being part of this journey."*

AIM disclosures:

Devyani Himanshu Vaishampayan (aged 58) does not own shares in the Company and has confirmed that there is no further information to be disclosed pursuant to paragraph (g) of Schedule 2 of the AIM Rules.

A list of Devyani's current directorships and partnerships together with those held within the last five years is set out below:

Current appointments

HR Tech Partnership Ltd

Appointments in last 5 years

None

HR Tech Partnership London LLP

The British Quality Foundation

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