RAMSDENS

RAMSDENS HOLDINGS PLC

Unaudited Interim Results for the six months ended 31 March 2022



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Ramsdens overview

The Group is a growing diversified financial services provider and retailer

Business segments



Foreign Currency Exchange (FX)



Pawnbroking



Purchase of Precious Metals



Jewellery Retail



Other Services (including Western Union and cheque cashing)

NB. The Group does not offer unsecured personal loans often referred to as high cost short term credit



Eldon Square, Newcastle

The Period in summary

Continued resilience and strategic progress

- A strong performance as trading conditions started to normalise, with Profit Before Tax of £2.2m (HY21: £0.1m loss)
- Trading activity increased in line with the easing of Covid-19 restrictions
- Strengthened balance sheet with net assets of £37.6m, including net cash of £9.3m, at 31 March 2022
- Return to long term dividend strategy with interim dividend of 2.7p per share announced
- Well positioned for second half with positive momentum as we approach the key summer period

Continuing our growth strategy

- 1. Drive growth from core estate
 - One store relocated in the Period with a further two relocated in May
 - Continued investment in jewellery retail offering significant increase in stock and roll out of concept store design window display
 - Underpinned by continued focus on people development
- 2. Expand store estate
 - Strategic expansion into the South East
 - Three new stores opened during the Period
 - Further five new stores planned for the remainder of FY22 and a healthy pipeline for FY23
- 3. Grow online presence
 - Continued investment in e-commerce operations
 driving growth
- 4. Capitalise on consolidation opportunities
 - Single store acquired in Boscombe
 - Current market conditions and strategic geographic expansion will present opportunities



FINANCIAL REVIEW



Summary profit & loss

Background

- HY20 (six months ended 31 March 2020) trading substantially took place prior to the onset of Covid-19
- HY21 (six months ended 31 March 2021) featured trading with a retail lockdown environment
- HY22 (six months ended 31 March 2022) consumer behaviours are transitioning back to those seen prior to Covid-19

Key highlights

- Revenue increased by 51% to £29.3m (HY21: £19.3m) with trading activity increasing in line with the easing of Covid-19 restrictions
- Gross profit increased by 49% to £15.7m (HY21: £10.5m) primarily due to increases in foreign currency gross profit (£2.4m increase) and jewellery retail gross profit (£1.8m increase)
- Administration expenses increased by 27% to £13.3m (HY21: £10.4m) primarily due to a return to standard store opening hours (including a reduction in Government furlough support), and increased variable costs in line with trading
- Finance costs primarily relate to interest expenses in relation to property leases following the transition to IFRS16
- Profit before tax increased to £2.2m in the Period (HY21: £0.1m loss)
- Basic earnings per share of 5.6p in HY22 (HY21: (0.3p))

Consolidated profit & loss

£000s	HY22 (6 months)	HY21* (6 months)	6m change %	HY20* (6 months)	FY21 (12 months)
Revenue*	29,265	19,326	51%	25,339	40,677
Cost of sales*	(13,532)	(8,781)	54%	(8,664)	(18,415)
Gross profit	15,733	10,545	49%	16,675	22,262
Other income	-	-	-	-	284
Administrative expenses	(13,287)	(10,446)	27%	(14,151)	(21,510)
Operating profit	2,446	99	2,371%	2,524	1,036
Finance costs	(230)	(232)	(1%)	(240)	(472)
Profit before tax	2,216	(133)		2,284	564
Income tax expense	(465)	29		(592)	(198)
Profit after tax for the period	1,751	(104)		1,692	366
Basic earnings per share	5.6p	(0.3p)		5.5p	1.2p

*During FY21 the Group changed an accounting policy in relation to pawnbroking loans in the course of realisation. This has resulted in the restatement of prior year comparatives with no change to gross profit or net assets. Full details can be found in the Annual Report for the year ended 30 September 2021.

Business segments

		Re	venue			Gros	s profit		Key highlights
£000s	HY22 (6 months)	HY21* (6 months)	HY20* (6 months)	FY21 (12 months)	HY22 (6 months)	HY21 (6 months)	HY20 (6 months)	FY21 (12 months)	
Foreign Currency (FX)	3,596	1,027	4,705	3,408	3,447	1,027	4,705	3,257	 Easing of travel restrictions resulted in increasing volumes Daily volumes in March 2022 approximately 60% of pre pandemic levels (approximately 85% post Period end) Strong margins achieved through the Period
Pawnbroking	4,248	4,062	5,052	7,526	3,694	3,480	4,706	6,678	 In date loan book increased from £5.6m to £6.9m in the Period as customers return to normal spending habits
Jewellery Retail	13,085	8,074	7,054	18,252	4,923	3,168	3,113	6,965	 Excellent performance continued in the Period and was supported by easing of Covid-19 restrictions Significant investment in stock levels supporting sales growth with margin maintained Strong online sales growth of 48% year on year
Purchase of Precious Metals	7,779	5,623	7,499	10,369	3,112	2,330	3,214	4,240	 More customers have sold their unwanted jewellery as life has normalised and footfall has increased High Sterling gold price supporting purchase volumes
Other Services	557	540	1,029	1,122	557	540	937	1,122	Steady source of income
Total	29,265	19,326	25,339	40,677	15,733	10,545	16,675	22,262	

Foreign Currency Exchange (FX)						
Key financials						
£ms	HY22 (6m)	HY21 (6m)	HY20 (6m)	FY21 (12m)		
Currency exchanged	94m	20m	181m	77m		
Online C&C orders	10.0m	1.6m	18.5m	6.9m		
C&C % of total	11%	8%	10%	9%		

Pawnbroking						
Loan book						
£000s	As at Mar-22	As at Mar-21	As at Mar-20	As at Sep-21		
Within contractual term	6,939	4,856	6,632	5,601		
Past due	567	893	1,115	536		
Total	7,506	5,749	7,747	6,137		
Past due %	8%	16%	14%	9%		

Jewellery Retail						
HY22 (6m)	HY21 (6m)	HY20 (6m)	FY21 (12m)			
38%	39%	44%	38%			
20,070	10,810	8,919	13,979			
1,963	1,323	654	2,833			
15%	16%	9%	16%			
	HY22 (6m) 38% 20,070 1,963	HY22 HY21 (6m) (6m) 38% 39% 20,070 10,810 1,963 1,323	HY22 HY21 HY20 (6m) (6m) (6m) 38% 39% 44% 20,070 10,810 8,919 1,963 1,323 654			

Key highlights

- Net cash flows from operating activities in HY22 was an outflow of £0.6m compared to an inflow of £1.1m in HY21
- Working capital cash outflows in HY22 include growth in the loan book of £1.2m and significant investments in retail stock of £5.7m, partially offset by favourable credit terms with suppliers as trade creditors increased by £2.2m
- £0.8 million CAPEX in HY22 includes two new stores and one store relocation. In addition, the Group invested £0.9m acquiring a jewellery and pawnbroking business based in Boscombe
- The Group has the benefit of a £10.0m revolving credit facility which expires in March 2024, and has drawn £1.5m at the end of the Period to support currency stock increases

Dividend strategy

- As a result of improving trading conditions, the Board has approved an interim dividend of 2.7 pence per share (HY21: nil pence per share).
- Moving forwards the long-term progressive dividend policy is to be recommenced, with the intention being to distribute approximately 50% of post tax profits to shareholders subject to the Group executing its growth opportunities

Cash flow statement				
	HY22	HY21*	HY20*	FY21
£000s	(6 months) (6	6 months) (6	6 months) (1	2 months)
EBITDA	4,291	1,771	4,655	4,646
Share based payments	155	103	164	254
Movement in trade and other receivables*	(1,249)	1.257	408	565
Movement in inventories*	(5,736)	(417)	(781)	(3,992)
Movement in trade and other payables	2,186	(273)	(1,904)	1,217
Interest paid	(230)	(232)	(240)	(472)
Income tax paid	(60)	(1,066)	(929)	(1,135)
Net cash flows from operating activities	(643)	1,143	1,373	1,083
Investing activities				
Proceeds from sale of property, plant and equipment	-	10	-	10
Purchase of property, plant and equipment	(798)	(888)	(527)	(1,574)
Purchase of intangible assets	-	(13)	(13)	(62)
Acquisitions	(909)	-	-	-
Net cash flows used in investing activities	(1,707)	(891)	(540)	(1,626)
Financing Activities				
Issue of share capital	2	6	-	6
Dividends paid	(377)	-	(832)	-
Payment of principal portion of lease liabilities	(1,089)	(1,135)	(1,268)	(2,304)
Bank loans drawn down	1,500	-	-	-
Repayment of bank borrowings	-	-	(3,884)	-
Net cash flows from financing activities	36	(1,129)	(5,984)	(2,298)
Net (decrease) in cash and cash equivalents	(2,314)	(877)	(5,151)	(2,841)

*During FY21 the Group changed an accounting policy in relation to pawnbroking loans in the course of realisation. This has resulted in the restatement of prior year comparatives with no change to gross profit or net assets. Full details can be found in the Annual Report for the year ended 30 September 2021.

Financial position

Key highlights

- Strong balance sheet with net assets of £37.6m (£36.1m at September 2021), including cash of £10.7m (£13.0m at September 2021)
- Inventories of £21.3m, an increase of £6.1m from 30 September 2021, reflecting the Group's continued investment in retail stock
- Intrinsic value of metals underpinning the inventory value
- Trade and other receivables (primarily pawnbroking loans secured on jewellery and watches) increased to £11.9m from £10.4m at 30 September 2021
- £10.0m revolving credit facility provides working capital flexibility for the Group's continued growth and funding for summer currency requirements and was £1.5m drawn at the Period end

Balance sheet				
£000s	As at 31	As at 31	As at 31	
	March 2022	March 2021*	March 2020*	September 2021
Non-current assets				
Property, plant and equipment	5,343	5,207	5,354	5,195
Intangible assets	850	807	1,089	714
Investments	-	-	-	-
Right-of-use assets	9,055	8,286	9,009	8,164
Deferred tax assets	-	76	273	80
	15,248	14,376	15,725	14,153
Current Assets				
Inventories*	21,279	11,576	10,604	15,151
Trade and other receivables*	11,853	9,797	12,598	10,379
Cash and short term deposits	10,718	14,996	11,051	13,032
	43,850	36,369	34,253	38,562
Total assets	59,098	50,745	49,978	52,715
Current liabilities				
Trade and other payables	9,885	6,169	4,551	7,673
Lease liabilities	2,206	1,745	1,818	2,159
Interest bearing loans and borrowings	1,423	-	-	
Income tax payable	403	70	809	61
	13,917	7,984	7,178	9,893
Net current assets	29,933	28,385	27,075	28,669
Non-current liabilities				
Lease liabilities	7,313	7,049	7,647	6,442
Accruals and deferred income	93	133	-	119
Deferred tax liabilities	152	61	192	118
	7,558	7,243	7,839	6,679
Total liabilities	21,475	15,227	15,017	
Net assets	37,623	35,518	34,961	36,143

*During FY21 the Group changed an accounting policy in relation to pawnbroking loans in the course of realisation. This has resulted in the restatement of prior year comparatives with no change to gross profit or net assets. Full details can be found in the Annual Report for the year ended 30 September 2021.

OPERATIONAL REVIEW AND OUTLOOK

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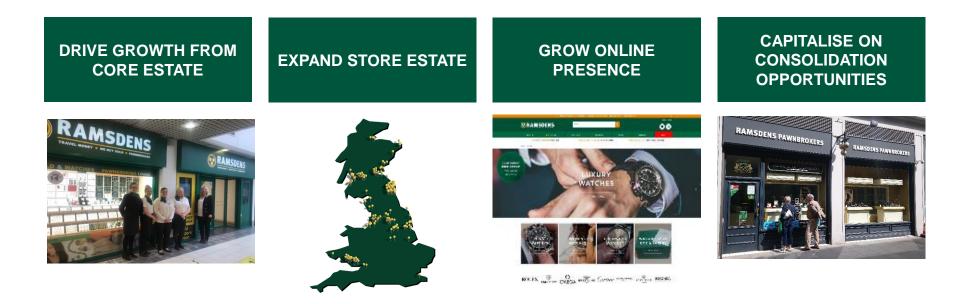
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Clear growth strategy



WELL INVESTED SYSTEMS

MARKETING AND BRAND

PEOPLE, CULTURE AND CUSTOMER SERVICE

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG)

Strategy 1. Drive growth from core estate

Foreign currency

- Maintain competitive exchange rates and manage margins closely
- Increase market share as volumes return
- Improve repeat customer rates
- Improve share of customer foreign currency spend by launching new multi-currency card

Purchase of precious metals

Grow awareness amongst our existing customer base

Jewellery retail

- Continue to invest in stock quantity, quality and range
- Improve window displays to increase customer appeal using enhanced store concept design
- Utilise structured replenishment system
- Continue to invest in our retail website which acts as a catalogue for our branches to facilitate further in store sales

Pawnbroking

- Maintain prudent lending policies but look at developing opportunities to lend more where appropriate
- Attract new customers through recommendations and marketing activities

Relocations and refurbishments

- Relocate 4 more stores in 2022 to higher footfall locations to improve convenience, attract new customers and enhance our jewellery offer with larger window displays
- Refurbish 3 stores to improve jewellery offering
- Flexible lease portfolio provides a defensive quality if stores become isolated and enables relocations on a timely basis



Carlisle

Strategy 2. Expand store estate

Retail store estate



*At May 2022 153 managed stores

Key highlights

- The Group has a successful branch-based model and with diversified income streams, stores generate a
 good return on capital while leveraging off the head office cost base in smaller locations. There is
 therefore significant opportunity to grow the store estate in larger, and smaller, towns as well as cities,
 and expand into new regions
- Three new stores have opened in the Period: Chatham, Argyll Arcade (Glasgow) and Boscombe (acquisition of Geo. A. Payne & Son Ltd jewellers and pawnbrokers)
- We have opened three of the targeted eight new locations for FY22. New stores comprise a mix of locations and include expanding further into London and the South East
- We intend to re-commence our strategy of 8 to 12 new locations per year from FY23 and have a healthy pipeline of targeted new stores



Argyll Arcade, Glasgow

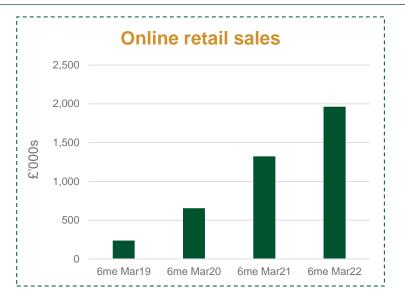
Strategy 3. Grow online presence

Jewellery retail website (www.ramsdensjewellery.co.uk)

- Strong growth continued with the total jewellery sold through our ecommerce activities increasing 48% to £2.0m (HY21: £1.3m) in the Period. Online sales now account for 15% of all jewellery sales compared to 9% pre pandemic.
- Maintain momentum by:
 - refreshing the website to improve the customer journey and drive conversion
 - continuing to invest in search engine optimisation, pay per click advertising, introduction of additional payment options and the use of AI to recommend product options to customers,
 - increasing the quantity of stock online and investing in improvements to product merchandising and descriptions
- Expanding the store estate should assist online sales via improved brand recognition
- The ecommerce department is managed as a separate business unit and is profitable

Foreign currency website (www.ramsdensforcash.co.uk)

 In the next 12 months we plan to refresh the Group's currency website, separating it from the other financial services and launch a new multi-currency card, which will also be accessible via an app





Strategy 4. Capitalise on consolidation opportunities

Pawnbroking

- We estimate the number of pawnbroking outlets in the UK remains steady at approximately 870 outlets operated by circa 130 pawnbroking businesses
- The South East of England has the highest concentration of pawnbroking outlets in the UK
- The Group's expansion strategy into the South East is aimed at creating a nucleus of Ramsdens stores (building brand recognition) and, as opportunities arise, acquiring pawnbroking outlets
- During the Period the Group purchased a single store in Boscombe that was trading as a jewellers and pawnbrokers



Geo A. Payne & Son Ltd, Boscombe

Retail jewellery and foreign currency

• Competition levels have fallen as a result of store closures of currency providers, travel agents and jewellers

We continue to actively seek and appraise any acquisition opportunities in all key segments

Our people

- Enhanced focus on inclusion and diversity
- Reward great performance and long service
- Focus on ensuring Ramsdens is a great place to work
- Positive 2021 staff engagement survey
 - 90% of staff work in a happy working environment
 - 84% of staff say they look forward to coming to work and are enthusiastic about the job they do
- Support the wellbeing of staff by having first class engagement with clear communications and where required support with specialist employee assistance services

Our community

- Support local communities through charitable endeavours
- "Think Green" initiative to reduce our environmental impact through lower energy use and increased use of recycled materials and waste
 recycling facilities

Our customers

- High repeat customer rates, low numbers of complaints and excellent Trustpilot ratings (4.8 out of 5 with over 5000 reviews)
- Committed to improving customer experience and adapting to customer needs
- Value for money offering and accessible to all
- Identifying and supporting vulnerable customers with proactive forbearance programmes

Our governance

- Highly regulated business with a strong track record of compliance
- Strong Board and clear growth strategy
- Experienced internal audit and compliance & risk teams
- Responsible and sustainable procurement
- Focus on shareholder engagement with clear and transparent reporting

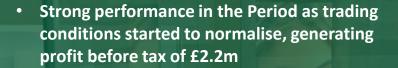








SUMMARY AND OUTLOOK



- Proven and robust business model with diversified income streams
- Strengthened balance sheet with net assets of £37.6m at 31 March 2022, including cash of £10.7m
- Interim dividend of 2.7p per share
- Strong pipeline of further stores
- Investments in retail continuing to deliver results with further investment planned
- Strong momentum as we approach key summer season

RAMSDENS Eds

APPENDICES

Key segment information

Branch estate lease portfolio

The Ramsdens Board

Segment overview

Ramsdens offers FX services through its branch network, as well as a growing online presence. The service is predominantly cash however the Group is refreshing its currency travel card proposition and continues to grow its international FX payments through a joint venture.



- The easing of travel restrictions in the UK and abroad has increased confidence and encouraged more people to travel and as a result the demand for foreign currency has increased despite the Omicron variant of Covid-19 impacting travel in Q1
- March 2022 foreign currency exchanged had increased to approximately 60% of pre covid levels, with margin being managed to minimise the impact to profitability of the lower volumes
- The average foreign currency sale transaction value (ATV) was £425 (HY21: £415). We continue to have confidence that UK travellers will take cash abroad for both convenience and to assist with budgeting whilst on holiday
- As we look forward, the income from this service is anticipated to grow in line with the ongoing return of international travel. We strongly believe that customers' desire to travel abroad remains high
- In line with our multi-channel strategy, the Group is refreshing its currency travel card proposition with a new multi-currency card due to be launched later in 2022

Financial summary

£'m	HY22 (6 months)	HY21 (6 months)	HY20 (6 months)	FY21 (12 months)	
Total currency exchanged	94m	20m	181m	77m	
Gross profit	3.4m	1.0m	4.7m	3.3m	
Online C&C orders	10.0m	1.6m	18.5m	6.9m	
Online C&C % of total	11%	8%	10%	9%	

Pawnbroking

Segment overview

Ramsdens offers loans secured against valuable jewellery items that the Group stores during the loan term. At maturity (6 months) the customer repays the capital & interest and the pledge is returned. Ramsdens retails or scraps the pledged items upon default to repay the loan, any surplus is returned to the customer.

- The pawnbroking loan book has increased from £6.1m at September 2021 to £7.5m at March 2022 in line with management expectations as customer's return to normal spending habits and have a need for short term cash flow assistance
- Pawnbroking gross profit totalled £3.7m in HY22, compared to £3.5m in HY21
- The online facility has remained in place for customers to both borrow and, more importantly, repay loans and save interest
- The average loan value as at 31 March 2022 was £286, up from £264 as at 30 September 2021. Our lending remains conservative in line with our long-term policy. Our lending on plain gold jewellery items is approximately two thirds of the gold value and approximately 40-50% of the item's second-hand retail value
- With restrictions in other forms of credit, and the squeeze on household incomes, we believe that the ease and simplicity of pawnbroking will lead to further loan book growth over the next year



Loan book				
£000s	As at Mar-22	As at Mar-21*	As at Mar-20*	As at Sep-21
Within contractual term	6,939	4,856	6,632	5,601
Past due	567	893	1,115	536
Total	7,506	5,749	7,747	6,137

Financial summary

£000s	HY22 (6m)	HY21* (6m)	HY20* (6m)	FY21 (12m)
Revenue	4,248	4,062	5,052	7,526
Gross profit	3,695	3,480	4,706	6,678
Yield on average Ioan book	54%	57%	61%	105%

Jewellery Retail

Segment overview

Ramsdens offers new and second-hand jewellery, including premium watches, for sale





- Jewellery Retail revenue in HY22 was £13.1m, up 62% from HY21 (£8.1m) and represents a strong performance even factoring in the retail lockdown restrictions during HY21
- Growth has been achieved as a result of continued investment during the Period
 - The Group invested in the presentation of our jewellery with improved instore concept design window displays. These displays have resulted in a wider, clearer choice for our customers and greater stock levels supported by improvements in our stock replenishment systems
 - Our watch product offering has had significant investment in stock, presentation and staffing levels. These strategic investments have resulted in watch sales growth of 176% year on year. Watch sales now represent approximately one third of all sales and attract new customers to Ramsdens
 - The investment in our e-commerce activities continued to deliver improved results during the Period, increasing retail revenue by 48% to £2.0m (HY21: £1.3m). Online jewellery sales now account for 15% (HY20: 9%) of the Group's total retail sales. Further improvements to the customer journey and how we promote and market the website are in the planning and early implementation stages. The e-commerce department is managed as a separate business unit and is profitable.
- The jewellery gross profit margin remained relatively stable at 38% in HY22 compared to 39% in HY21 and 38% for FY21
- As we look forward, despite the anticipated macro challenges that higher inflation will bring, we believe there is an ongoing opportunity for improving and growing our jewellery retail business

Financial sum	mary			
£000s	HY22 (6 months)	HY21 (6 months)	HY20 (6 months)	FY21 (12 months)
Revenue	13,085	8,074	7,054	18,252
Gross profit	4,923	3,168	3,113	6,965
Gross margin %	38%	39%	44%	38%
Jewellery retail stock	20,070	10,810	8,919	13,979
Online sales	1,963	1,323	654	2,833
% of sales online	15%	16%	9%	16%

Purchase of Precious Metals

Segment overview

Ramsdens purchases unwanted jewellery items and scrap precious metal from customers.

Purchased items are retailed through the branch network or smelted in-house for sale in wholesale markets.

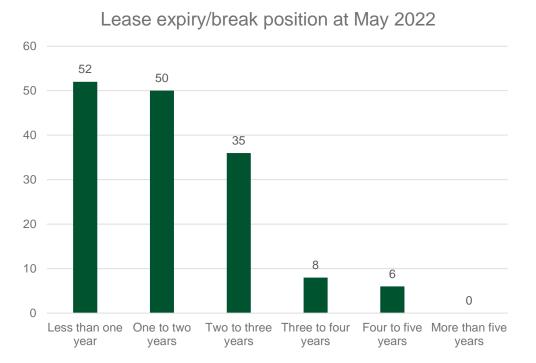
This segment recognises the revenue and gross profit when the sales route for purchased items is via a bullion dealer



- Total gross profit in HY22 from purchase of precious metals was £3.1m, compared to £2.3m in HY21 and £3.2m in HY20
- As life has normalised, more people have sold their unwanted jewellery and as our foreign currency volumes have improved our opportunity to cross sell this service has increased leading to improved gold buying volumes during the Period.
- The Sterling gold price for 9ct gold has remained high in comparison to long run averages, with an average of £16.44 per gram during the Period, as a result of the Ukraine/Russia war and the strength of the US\$. This is also encouraging more customers to sell their unwanted jewellery as the monies they receive is greater
- As a result of these factors precious metal buying volumes have returned to prepandemic levels by the end of the Period
- In the short to medium term we expect the gold price to remain high and be a benefit to the business

£000's	HY22 (6 months)	HY21 (6 months)	HY20 (6 months)	FY21 (12 months)
Revenue	7,779	5,623	7,499	10,369
Gross profit	3,112	2,330	3,214	4,240
Avg. gold price (9ct/g)	£16.44	£16.45	£14.41	£16.05

Branch estate lease portfolio



 151 leased stores as at May 2022 (nb three franchisees and two owned freehold stores)

- Average lease term remaining (to end of lease or break if earlier) is 20 months (as at September 2021 – 20 months) with no trading stores currently having more than five years until either a lease break opportunity or lease expiry
- 52 stores (34% of store estate) have either a break or expiry date within the next 12 months and a number of these have rolling break options to maximise flexibility
- Note IFRS16 liability ignores lease break clauses unless a decision has been made to exercise said break

The Ramsdens Board



Peter Edward Kenyon, Chief Executive Officer

Peter joined Ramsdens in November 2001 as Operations Director and was appointed Chief Executive Officer in January 2008. Peter led the MBO in 2014 and has been responsible for over 30 acquisitions for the Group. He is responsible for overseeing all operations of the business and for deciding the Group's strategy. Prior to joining Ramsdens, Peter's early career was with Yorkshire Bank for 17 years. He is the current President of the National Pawnbrokers Association and became a director of the Company at the time of the MBO in September 2014.

External appointments – Peter is a director of The National Pawnbrokers Association.



Martin Anthony Clyburn, Chief Finance Officer

Martin joined Ramsdens in 2009 and is a Chartered Accountant having previously qualified with respected North East firm, Keith Robinson & Co. Martin joined the board of the Company as Chief Financial Officer in August 2016. Martin is responsible for the Finance, IT and Compliance & Risk functions within the Group. Martin lectured part time at the University of Teesside from 2006 – 2012. Martin holds a degree in MORSE from Warwick University.

External appointments - None

The Ramsdens Board







Andrew David Meehan, Non-Executive Chairman

Andy is a highly experienced retail executive with over 30 years' experience including CEO and CFO in roles at the Co-Operative Retail Services, Storehouse plc and Sears plc. Since 2006, he has held a number of chairmanships and Non-Executive positions in several retail and consumer product businesses including Fortnum and Mason, GHD Group and American Golf. Andy is a Chartered Accountant and holds a degree in Politics and Economics from Oxford University and has been Chairman of the Company since September 2014.

External appointments – Andy is chairman of NEF Holdings Ltd, Polyco Healthline Group Ltd and Shaw Education Trust, He is a director of Lanthorne Ltd, and Cheviot Court (Luxborough Street) Ltd.

Simon Edward Herrick, Non-Executive Director

Simon joined the board on 1 January 2017. Simon has significant experience in senior executive roles including positions as CFO of Debenhams plc, Northern Foods plc, Kesa Electricals plc and PA Consulting Limited and CEO of Northern Foods plc. Since leaving Debenhams, Simon has undertaken consultancy work in a number of sectors, most recently as Interim CEO of Blancco Technology Group plc. Simon is a Fellow of the Institute of Chartered Accountant in England and Wales and holds an MBA from Durham University.

External appointments – Simon is a director of FireAngel Safety Technology Group plc, Biome Technology plc, Christie Group plc, Herrick Inc Ltd and Sports Punk Ltd.

Stephen John Smith, Non-Executive Director

Steve joined the board on 1 January 2017. Steve retired as CEO of Northgate plc in 2010 after a career with Northgate spanning over 20 years. Since leaving Northgate, Steve has served as a Non-Executive director on the boards of various family, private equity backed and AIM listed businesses, including four positions as Chairman. Steve is a Chartered Accountant and holds a degree in Economics from the London School of Economics.

External appointments – Steve is a Director and Chairman of Kitwave Group plc.