

5 March 2025

Johnson Service Group PLC
(the 'Company' or the 'Group')

Commencement of Share Buyback Programme

On 4 March 2025, in its Preliminary Results for the Year Ended 31 December 2024 (the 'Preliminary Results'), the Company announced that a further share buyback is planned and that it is the Company's intention, based on currently available resources, to return up to £30.0 million to Shareholders over the next 12 months, with an initial share buyback tranche of up to £15.0 million to shortly commence (the 'Buyback Programme').

As set out in the Preliminary Results, the Company employs a disciplined approach to investment, returns and capital efficiency to deliver sustainable compounding growth whilst also maintaining a strong balance sheet. Having taken into consideration recent investments, acquisitions and the payment of a final dividend for the financial year ended 31 December 2024, the Group has significant headroom under its committed facilities and leverage of less than one times. Accordingly, the Board considers that the Buyback Programme is prudent, reflects the cash generative ability of the Group and maintains a strong balance sheet consistent with its capital allocation policy.

The Company announces that, pursuant to the Buyback Programme it has entered into a non-discretionary instruction with Investec Bank plc to purchase up to £15.0 million (excluding expenses) of the Company's Ordinary Shares of 10 pence (the 'Shares') each and to make trading decisions under the Buyback Programme independently of the Company in accordance with certain pre-set parameters. The Buyback Programme will commence today and end no later than 18 July 2025.

In order to reflect the cash generation profile of the Group, this first phase of the programme will be by way of an initial £15.0 million (excluding expenses) tranche with a second £15.0 million (excluding expenses) tranche anticipated to follow later in the year. The Board will further actively review its options once this programme is completed and in light of the Group's capital allocation needs.

The purpose of the Buyback Programme is to reduce the share capital of the Company. As such, the Company will cancel any Shares purchased.

Any acquisitions of Shares will be carried out within certain pre-set parameters and in accordance with the Company's existing general authority to repurchase Shares. The Buyback Programme will be conducted within the parameters prescribed by the Market Abuse Regulation (596/2014) (as in force in the UK and as amended by the Market Abuse (Amendment) (EU Exit) Regulations 2019), the Commission Delegated Regulation (EU) 2016/1052 (as in force in the UK and as amended by the FCA's Technical Standards (Market Abuse Regulation) (EU Exit) Instrument 2019). Any repurchase of Shares will be announced no later than 7:30 am on the business day following the calendar day on which the repurchase occurred.

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