



5 March 2025

AIM: JSG

Johnson Service Group PLC
PDMR Shareholding - Grant of Share Options

Johnson Service Group PLC (the "Company") announces that on 5 March 2025 it granted nil cost options to certain employees over ordinary shares of 10 pence each in the Company under the Johnson Service Group 2018 Long-Term Incentive Plan ("2018 LTIP Scheme") (the "2025 LTIP Award").

The number of options granted to each of the Executive Directors are as follows:

<i>Executive Director</i>	<i>Position</i>	<i>No. of 2025 LTIP Awards Granted</i>
Peter Egan	CEO	510,366
Yvonne Monaghan	CFO	319,168

The 2025 LTIP Award options may be exercised on or after 5 March 2028, subject to the satisfaction of performance conditions over the three financial years ending 31 December 2027 (the "Performance Period") and are exercisable up to ten years from the date of grant (for participating employees in the United Kingdom) or up to seven years from the date of grant (for participating employees in the Republic of Ireland). The 2025 LTIP Award participants will be entitled to receive dividend equivalents on any 2025 LTIP Award options which vest.

Performance Conditions and Vesting

In determining the applicable performance conditions, the Remuneration Committee has taken into account the Group's business plan as well as the outlook for the sector, general macroeconomic conditions and, to the extent available, the range of analysts' consensus forecasts for the financial year ending 31 December 2027. Following careful consideration, the Remuneration Committee has agreed two separate performance targets. The specific performance conditions are set out below.

Total Shareholder Return

50 per cent of the award to vest by reference to the Company's total shareholder return ('TSR') performance relative to that of the constituents of the FTSE 250 (excluding investment trusts) (the "Comparator Group") over the Performance Period. None of this element will vest if the Company's TSR positions it below the median of the Comparator Group, one quarter will vest if the Company's TSR is equal to the median of the Comparator Group and the whole of this element will vest if the Company's TSR is at the upper quartile level or above when compared to the Comparator Group. Vesting will be on a straight-line basis between median and upper quartile.

Earnings Per Share

The remaining 50 per cent of the 2025 LTIP Award will vest by reference to growth in the Company's adjusted fully diluted earnings per share from continuing operations ('EPS') over the Performance Period above the level of EPS achieved in the financial year ended 31 December 2024. None of this element of the award will vest if EPS growth (on a CAGR basis) is less than 9 per cent per annum over the performance period; one quarter will vest for EPS growth of 9 per cent per annum; and the whole of this element will vest if EPS growth is 16 per cent per annum or greater over the performance period. Vesting will be on a straight-line basis between these points.

Further Holding Period

The 2025 LTIP Award is subject to an additional holding period of two years from the date on which the 2025 LTIP Award vests (the "Holding Period"). During the Holding Period, the 2025 LTIP Award holder may not normally dispose of any of the shares which vest except in certain limited circumstances, as specified in the LTIP Rules, including, amongst other things, to cover any income tax or social security contributions arising on the exercise of the 2025 LTIP Award and transfers to the 2025 LTIP Award holder's spouse or civil partner.

Malus, Clawback and Remuneration Committee Discretion

The 2025 LTIP Award will be subject to the 2018 LTIP Scheme rules. In line with its Remuneration Policy, the Remuneration Committee can apply malus and clawback provisions to the 2025 LTIP Award and has discretion to vary formulaic outturns where they do not reflect underlying performance or are inappropriate in the context of unexpected or unforeseen circumstances.

Enquiries:

Johnson Service Group PLC

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Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

1.	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Peter Egan	
2.	Reason for the Notification		
a)	Position / Status	Chief Executive Officer / PDMR	
b)	Initial Notification / Amendment	Initial notification	
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Entity legal name	Johnson Service Group PLC	
b)	Entity LEI	2138004WZUPWV53KWV11	
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the securities	Options over ordinary shares of 10 pence each	
	Identification code	GB0004762810	
b)	Nature of the transaction	Grant of options	
c)	Individual transaction price(s) and volume(s)	Price	Volume
		£nil	510,366
d)	Aggregated price and volume	Grant of 510,366 options over ordinary shares of 10 pence each at an exercise price of £nil	
e)	Date of the transaction	5 March 2025	
f)	Place of the transaction	Outside of a trading platform	

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

1.	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Yvonne Monaghan				
2.	Reason for the Notification					
a)	Position / Status	Chief Financial Officer / PDMR				
b)	Initial Notification / Amendment	Initial notification				
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Entity legal name	Johnson Service Group PLC				
b)	Entity LEI	2138004WZUPWV53KWV11				
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the securities	Options over ordinary shares of 10 pence each				
	Identification code	GB0004762810				
b)	Nature of the transaction	Grant of options				
c)	Individual transaction price(s) and volume(s)	<table border="1"> <tr> <td>Price</td> <td>Volume</td> </tr> <tr> <td>£nil</td> <td>319,168</td> </tr> </table>	Price	Volume	£nil	319,168
Price	Volume					
£nil	319,168					
d)	Aggregated price and volume	Grant of 319,168 options over ordinary shares of 10 pence each at an exercise price of £nil				
e)	Date of the transaction	5 March 2025				
f)	Place of the transaction	Outside of a trading platform				

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