



3 October 2025

**Johnson Service Group PLC**  
**PDMR Shareholding - Grant of Share Options**

Johnson Service Group PLC (the "Company") announces that on 2 October 2025 it granted certain nil cost options to Ryan Govender, Chief Financial Officer, over ordinary shares of 10 pence each in the Company under the Johnson Service Group 2018 Long-Term Incentive Plan ("2018 LTIP Scheme") as follows:

<b>No. of Awards Granted under the 2018 LTIP Scheme</b>	<b>Designation of Award</b>
350,467	2025 LTIP Award (the " <b>2025 LTIP Award</b> ")
11,076	Ryan Govender LTIP Award Vesting 13 December 2025 (the " <b>LTIP Award 13/12/2025 Vesting</b> ")
41,156	Ryan Govender LTIP Award Vesting 14 December 2025 (the " <b>LTIP Award 14/12/2025 Vesting</b> ")
5,268	Ryan Govender LTIP Award Vesting 13 December 2026 (the " <b>LTIP Award 13/12/2026 Vesting</b> ")

The LTIP Award 13/12/2025 Vesting, LTIP Award 14/12/2025 Vesting and LTIP Award 13/12/2026 Vesting awards have been granted to compensate Ryan for certain awards forfeited on resignation from his previous employer. These awards vest on the original vesting and will also be subject to a two-year post-vesting holding period.

No buyout award was granted in respect of Ryan's 2025 LTIP award at his previous employer and instead he has been granted a full 2025 LTIP Award at the Company. This award is subject to the same performance conditions as the Chief Executive Officer's award (as set out in the 2024 Directors' Remuneration Report) granted on 5 March 2025. The award will vest on the third anniversary of the date of grant (i.e. 2 October 2028) and be subject to a two-year post-vesting holding period.

All awards are subject to malus and clawback provisions.

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LEI: 2138004WZUPWV53KWV11

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

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Ryan Govender				
<b>2.</b>	<b>Reason for the Notification</b>					
a)	Position / Status	Chief Financial Officer / PDMR				
b)	Initial Notification / Amendment	Initial notification				
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Entity legal name	Johnson Service Group PLC				
b)	Entity LEI	2138004WZUPWV53KWW11				
<b>4.</b>	<b>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</b>					
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>350,467</td> </tr> </table>	Price	Volume	£nil	350,467
Price	Volume					
£nil	350,467					
d)	Aggregated price and volume	Grant of 350,467 options over ordinary shares of 10 pence each at an exercise price of £nil				
e)	Date of the transaction	2 October 2025				
f)	Place of the transaction	Outside of a trading platform				

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Ryan Govender				
<b>2.</b>	<b>Reason for the Notification</b>					
a)	Position / Status	Chief Financial Officer / PDMR				
b)	Initial Notification / Amendment	Initial notification				
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Entity legal name	Johnson Service Group PLC				
b)	Entity LEI	2138004WZUPWV53KWW11				
<b>4.</b>	<b>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</b>					
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>11,076</td> </tr> </table>	Price	Volume	£nil	11,076
Price	Volume					
£nil	11,076					
d)	Aggregated price and volume	Grant of 11,076 options over ordinary shares of 10 pence each at an exercise price of £nil				
e)	Date of the transaction	2 October 2025				
f)	Place of the transaction	Outside of a trading platform				

1.	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Ryan Govender	
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)	Price	Volume
		£nil	41,156
d)	Aggregated price and volume	Grant of 41,156 options over ordinary shares of 10 pence each at an exercise price of £nil	
e)	Date of the transaction	2 October 2025	
f)	Place of the transaction	Outside of a trading platform	

1.	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Ryan Govender					
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><tr><td>Price</td><td>Volume</td></tr><tr><td>£nil</td><td>5,268</td></tr></table>		Price	Volume	£nil	5,268
Price	Volume						
£nil	5,268						
d)	Aggregated price and volume	Grant of 5,268 options over ordinary shares of 10 pence each at an exercise price of £nil					
e)	Date of the transaction	2 October 2025					
f)	Place of the transaction	Outside of a trading platform					

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