

TR-1: Standard form for notification of major holdings

**1. Issuer Details**

**ISIN**

GB0004762810

**Issuer Name**

JOHNSON SERVICE GROUP PLC

**UK or Non-UK Issuer**

UK

**2. Reason for Notification**

An acquisition or disposal of voting rights

**3. Details of person subject to the notification obligation**

**Name**

Aberdeen Group plc

**City of registered office (if applicable)**

Edinburgh

**Country of registered office (if applicable)**

United Kingdom

**4. Details of the shareholder**

**Full name of shareholder(s) if different from the person(s) subject to the notification obligation, above**

**City of registered office (if applicable)**

**Country of registered office (if applicable)**

**5. Date on which the threshold was crossed or reached**

02-Dec-2025

**6. Date on which Issuer notified**

03-Dec-2025

**7. Total positions of person(s) subject to the notification obligation**

	% of voting rights attached to shares (total of 8.A)	% of voting rights through financial instruments (total of 8.B 1 + 8.B 2)	Total of both in % (8.A + 8.B)	Total number of voting rights held in issuer
Resulting situation on the date on which threshold was crossed or reached	5.239058	0.000000	5.239058	20,000,686
Position of previous notification (if applicable)	5.112771	0.000000	5.112771	

**8. Notified details of the resulting situation on the date on which the threshold was crossed or reached****8A Voting rights attached to shares**

Class/Type of shares ISIN code(if possible)	Number of direct voting rights (DTR5.1)	Number of indirect voting rights (DTR5.2.1)	% of direct voting rights (DTR5.1)	% of indirect voting rights (DTR5.2.1)
GB0004762810		20,000,686		5.239058
Sub Total 8.A	20,000,686		5.239058	

**8B1. Financial Instruments according to (DTR5.3.1R.(1) (a))**

Type of financial instrument	Expiration date	Exercise/conversion period	Number of voting rights that may be acquired if the instrument is exercised/converted	% of voting rights
Sub Total 8.B1				

**8B2. Financial Instruments with similar economic effect according to (DTR5.3.1R.(1) (b))**

Type of financial instrument	Expiration date	Exercise/conversion period	Physical or cash settlement	Number of voting rights	% of voting rights
Sub Total 8.B2					

**9. Information in relation to the person subject to the notification obligation**

2. Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entities (please add additional rows as necessary)

Ultimate controlling person	Name of controlled undertaking	% of voting rights if it equals or is higher than the notifiable threshold	% of voting rights through financial instruments if it equals or is higher than the notifiable threshold	Total of both if it equals or is higher than the notifiable threshold
Aberdeen Group plc				
Aberdeen Group plc	abrdn Investments (Holdings) Limited			
Aberdeen Group plc	abrdn Investment Management Limited	5.022820		5.022820
Aberdeen Group plc				
Aberdeen Group plc	abrdn Holdings Limited			
Aberdeen Group plc	abrdn Investments Limited			

**10. In case of proxy voting**

Name of the proxy holder

The number and % of voting rights held

The date until which the voting rights will be held

### 11. Additional Information

In reference to Section 9, the shares detailed are managed by the named discretionary investment management entity within multiple portfolios on behalf of underlying clients, based on investment management agreements whereby the client has delegated the exercise of the voting power to the referenced investment manager.

This disclosure reflects the fact that the voting rights effectively held indirectly by the underlying intermediate holding company abrdn Investments (Holdings) Limited ("al(H)L") and held by the underlying investment management entity abrdn Investment Management Limited ("alML") increased above the 5% notifiable threshold due to trading on 02 December 2025. al(H)L now effectively holds and alML holds the delegated voting rights to 5.022820% of the shares in Johnson Service Group PLC.

### 12. Date of Completion

03-Dec-2025

### 13. Place Of Completion

Glasgow, United Kingdom

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