



11 December 2025

Johnson Service Group PLC

(the "Company")

Director / PDMR Shareholding - Lapse of element of CFO Buyout Awards

Further to the Company's announcement, on 3 October 2025, regarding the grant of certain nil-cost option buyout awards to Ryan Govender, the Company's Chief Financial Officer, to compensate him for certain incentive awards forfeited on leaving his previous employer (the "**3 October Announcement**"), the Company confirms that the LTIP Award 13/12/2025 Vesting (as defined in the 3 October Announcement) element of the buyout awards (which was granted as nil-cost options over 11,076 ordinary shares of 10 pence each in the Company under the Johnson Service Group 2018 Long-Term Incentive Plan) has been surrendered and has therefore lapsed, in full, on and with effect from 11 December 2025.

The surrender and lapse of Ryan's LTIP Award 13/12/2025 Vesting follows confirmation from Ryan that his previous employer will honour the legacy incentive, the forfeiture of which the LTIP Award 13/12/2025 Vesting was intended to compensate. Therefore, the LTIP Award 13/12/2025 Vesting element of the buyout awards is no longer required.

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Notes:

The 3 October Announcement, announcing the grant of certain nil-cost option buyout awards to Ryan Govender, was released on 3 October 2025 under RNS number 0612C.

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