

TR-1: Standard form for notification of major holdings

1. Issuer Details

ISIN

GB0007973794

Issuer Name

SERCO 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

Wellington Management Group LLP

City of registered office (if applicable)

Boston

Country of registered office (if applicable)

United States

4. Details of the shareholder

Name	City of registered office	Country of registered office
State Street Nominees Limited		
ROY Nominees Limited		
JP Morgan Chase Nominees Limited		
BNY (OCS) Nominees Limited		
BBH ISL NOMINEES LTD		

5. Date on which the threshold was crossed or reached

22-Dec-2025

6. Date on which Issuer notified

23-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	4.990000	0.020000	5.010000	50291711
Position of previous notification (if applicable)	5.050000	0.020000	5.070000	

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)
GB0007973794		50073793		4.990000
Sub Total 8.A	50073793		4.990000%	

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
Equity swap	05/05/2028	05/05/2028	Cash	134366	0.010000
Equity swap	15/05/2033	15/05/2033	Cash	30810	0.000000
Equity swap	20/05/2033	20/05/2033	Cash	52742	0.010000
Sub Total 8.B2				217918	0.020000%

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
Wellington Management Group LLP (Chain 1)	Wellington Group Holdings LLP			5.010000%
Wellington Management Group LLP (Chain 1)	Wellington Investment Advisors Holdings LLP			5.010000%
Wellington Management Group LLP (Chain 1)	Wellington Management Company LLP			
Wellington Management Group LLP (Chain 2)	Wellington Group Holdings LLP			5.010000%
Wellington Management Group LLP (Chain 2)	Wellington Investment Advisors Holdings LLP			5.010000%
Wellington Management Group LLP (Chain 2)	Wellington Management Global Holdings, Ltd.			

Wellington Management Group LLP (Chain 2)	Wellington Management International Ltd			
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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

Wellington Management Company LLP is an investment management entity that manages the assets of certain funds and/or managed accounts.

Wellington Management Company LLP is a direct controlled undertaking of Wellington Investment Advisors Holdings LLP, which, in turn, is a direct controlled undertaking of Wellington Group Holdings LLP, which, in turn, is a direct controlled undertaking of Wellington Management Group LLP.

Wellington Management International Ltd is an investment management entity that manages the assets of certain funds and/or managed accounts. Wellington Management International Ltd is a direct controlled undertaking of Wellington Management Global Holdings, Ltd., which, in turn, is a direct controlled undertaking of Wellington Investment Advisors Holdings LLP, which, in turn, is a direct controlled undertaking of Wellington Group Holdings LLP, which, in turn, is a direct controlled undertaking of Wellington Management Group LLP.

12. Date of Completion

23-Dec-2025

13. Place Of Completion

London, UK

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