

John Menzies plc

(the “Company”)

Director/PDMR Shareholding

16 March 2021

Notification of Transactions by Persons Discharging Managerial Responsibilities (“PDMRs”)

Long-Term Incentive Plan (“LTIP”)

On 15 March 2021 the Company granted nil-cost awards (“Awards”) to the undernoted PDMRs in respect of ordinary shares of £0.25 each in the Company (“Ordinary Shares”) under the terms of the Company’s LTIP:

Name	Number of Ordinary Shares subject to LTIP Award
Alvaro Gomez-Reino	118,750
John Geddes	114,583

The Awards may vest subject to continued employment and achievement of performance targets that are to be set. The Remuneration Committee will agree and set the performance targets within six months of the grant of the Awards. Details of the performance targets applicable to the LTIP Awards will be published by RNS as soon as they are finalised.

The following notifications, made pursuant to Article 19(3) of the Market Abuse Regulation, provide further details:

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Alvaro Gomez-Reino	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification/Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	John Menzies plc	
b)	LEI	5493008LNN1X4R79PJ89	
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 financial instrument, type of instrument Identification code	Ordinary Shares of £0.25 each ISIN CODE: GB0005790059	
b)	Nature of the transaction	Grant of Ordinary Shares under the LTIP	
c)	Price(s) and volume(s)	Plan	Price(s)
		LTIP	Nil
d)	Aggregated information Aggregated volume Price	118,750	118,750
		Nil	
e)	Date of the transaction	2021-03-15	
f)	Place of the transaction	Outside of trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	John Geddes	
2	Reason for the notification		
a)	Position/status	Corporate Affairs Director & Group Company Secretary	
b)	Initial notification/Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	John Menzies plc	
b)	LEI	5493008LNN1X4R79PJ89	
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 financial instrument, type of instrument Identification code	Ordinary Shares of £0.25 each ISIN CODE: GB0005790059	
b)	Nature of the transaction	Grant of Ordinary Shares under the LTIP	
c)	Price(s) and volume(s)	Plan	Price(s)
		LTIP	Nil
d)	Aggregated information Aggregated volume Price	114,583	
		Nil	
e)	Date of the transaction	2021-03-15	
f)	Place of the transaction	Outside of trading venue	

For further information

John Menzies plc

John Geddes, Corporate Affairs Director & Group Company Secretary

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