

TR-1: NOTIFICATION OF MAJOR INTEREST IN SHARES

| | |
|--|---|
| 1. Identity of the issuer or the underlying issuer of existing shares to which voting rights are attached: | John Menzies Plc (SEDOL: 0579005) |
| 2. Reason for the notification (please tick the appropriate box or boxes): | |
| An acquisition or disposal of voting rights | <input checked="" type="checkbox"/> |
| An acquisition or disposal of qualifying financial instruments which may result in the acquisition of shares already issued to which voting rights are attached. | <input type="checkbox"/> |
| An acquisition or disposal of instruments with similar economic effect to qualifying financial instruments | <input type="checkbox"/> |
| An event changing the breakdown of voting rights | <input type="checkbox"/> |
| Other (please specify): | <input type="checkbox"/> |
| 3. Full name of person(s) subject to the notification obligation: | Kabouter Management LLC |
| 4. Full name of shareholder(s) (if different from 3.): | N/A |
| 5. Date of the transaction and date on which the threshold is crossed or reached: | 05/01/2015 |
| 6. Date on which issuer notified: | 05/01/2015 |
| 7. Threshold(s) that is/are crossed or reached: | 7% |

| 8. NOTIFIED DETAILS: | | | | | | | |
|---|--|-------------------------|--|-------------------------|-----------|--------------------|----------|
| A: VOTING RIGHTS ATTACHED TO SHARES | | | | | | | |
| Class/type of shares if possible using the ISIN CODE | Situation previous to the triggering transaction | | Resulting situation after the triggering transaction | | | | |
| | Number of Shares | Number of Voting Rights | Number of shares | Number of voting rights | | % of voting rights | |
| | | | | Direct | Indirect | Direct | Indirect |
| GB0005790059 Ordinary 25p | 4,223,100 | 4,223,100 | 4,352,947 | N/A | 4,352,947 | | 7.1% |

| B: QUALIFYING FINANCIAL INSTRUMENTS | | | | | |
|--|-----------------|----------------------------|---|--------------------|--|
| Resulting situation after the triggering transaction | | | | | |
| 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 | |
| N/A | N/A | N/A | N/A | N/A | |

| C: FINANCIAL INSTRUMENTS WITH SIMILAR ECONOMIC EFFECT TO QUALIFYING FINANCIAL INSTRUMENTS | | | | | | |
|---|----------------|-----------------|-----------------------------|--|--------------------|-------|
| Resulting situation after the triggering transaction | | | | | | |
| Type of financial instrument | Exercise price | Expiration date | Exercise/ Conversion period | Number of voting rights instrument refers to | % of voting rights | |
| N/A | N/A | N/A | N/A | N/A | Nominal | Delta |
| | | | | | | |
| | | | | | | |

| TOTAL (A+B+C) | |
|-------------------------|-----------------------------|
| Number of voting rights | Percentage of voting rights |
| 4,352,947 | 7.10% |
| | |

9. CHAIN OF CONTROLLED UNDERTAKINGS THROUGH WHICH THE VOTING RIGHTS AND/OR THE FINANCIAL INSTRUMENTS ARE EFFECTIVELY HELD, IF APPLICABLE:

| |
|--|
| |
|--|

PROXY VOTING:

| | |
|---|-----|
| 10. Name of the proxy holder: | N/A |
| 11. Number of voting rights proxy holder will cease to hold: | N/A |
| 12. Date on which proxy holder will cease to hold voting rights: | N/A |

| | |
|--------------------------------------|-----------------|
| 13. Additional information: | |
| 14. Contact name: | Linda Choi |
| 15. Contact telephone number: | +1 312 546 3091 |