

## TR-1: Standard form for notification of major holdings

NOTIFICATION OF MAJOR HOLDINGS				
<b>1a. Identity of the issuer or the underlying issuer of existing shares to which voting rights are attached<sup>i</sup>:</b>		John Menzies PLC		
<b>1b. Please indicate if the issuer is a non-UK issuer</b> (please mark with an "X" if appropriate)				
Non-UK issuer				
<b>2. Reason for the notification</b> (please mark the appropriate box or boxes with an "X")				
An acquisition or disposal of voting rights				X
An acquisition or disposal of financial instruments				
An event changing the breakdown of voting rights				
Other (please specify) <sup>iii</sup> :				
<b>3. Details of person subject to the notification obligation<sup>iv</sup></b>				
Name		Kabouter Management LLC		
City and country of registered office (if applicable)		Chicago, United States		
<b>4. Full name of shareholder(s)</b> (if different from 3.) <sup>v</sup>				
Name		Kabouter Fund I (QP), LLC Kabouter Fund II, LLC Kabouter Fund III, LLC International Select Partners LP Kabouter International Opportunities Fund II, LLC Kabouter International Mission Fund, LLC Kabouter Management, LLC		
City and country of registered office (if applicable)		Chicago, United States		
<b>5. Date on which the threshold was crossed or reached<sup>vi</sup>:</b>		01/08/2017		
<b>6. Date on which issuer notified (DD/MM/YYYY):</b>		03/08/2017		
<b>7. Total positions of person(s) subject to the notification obligation</b>				
	% 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 of issuer <sup>vii</sup>
Resulting situation on the date on which threshold was crossed or reached	12.49%	N/A	12.49%	83,425,287

Position of previous notification (if applicable)	11.97%	N/A	11.97%	
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**8. Notified details of the resulting situation on the date on which the threshold was crossed or reached<sup>viii</sup>**

**A: Voting rights attached to shares**

Class/type of shares ISIN code (if possible)	Number of voting rights <sup>x</sup>		% of voting rights	
	Direct (Art 9 of Directive 2004/109/EC) (DTR5.1)	Indirect (Art 10 of Directive 2004/109/EC) (DTR5.2.1)	Direct (Art 9 of Directive 2004/109/EC) (DTR5.1)	Indirect (Art 10 of Directive 2004/109/EC) (DTR5.2.1)
Ordinary shares ISIN: GB0005790059	10,418,399		12.49%	
<b>SUBTOTAL 8. A</b>	10,418,399		12.49%	

**B 1: Financial Instruments according to Art. 13(1)(a) of Directive 2004/109/EC (DTR5.3.1.1 (a))**

Type of financial instrument	Expiration date <sup>x</sup>	Exercise/ Conversion Period <sup>xi</sup>	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
		<b>SUBTOTAL 8. B 1</b>	N/A	N/A

**B 2: Financial Instruments with similar economic effect according to Art. 13(1)(b) of Directive 2004/109/EC (DTR5.3.1.1 (b))**

Type of financial instrument	Expiration date <sup>x</sup>	Exercise/ Conversion Period <sup>xi</sup>	Physical or cash settlement <sup>xii</sup>	Number of voting rights	% of voting rights
N/A	N/A	N/A	N/A	N/A	
			<b>SUBTOTAL 8.B.2</b>	N/A	N/A

<b>9. Information in relation to the person subject to the notification obligation</b> (please mark the applicable box with an "X")			
Person subject to the notification obligation is not controlled by any natural person or legal entity and does not control any other undertaking(s) holding directly or indirectly an interest in the (underlying) issuer <sup>xiii</sup>			X
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 entity <sup>xiv</sup> (please add additional rows as necessary)			
Name <sup>xv</sup>	% 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

<b>10. In case of proxy voting, please identify:</b>	
Name of the proxy holder	N/A
The number and % of voting rights held	N/A
The date until which the voting rights will be held	N/A

<b>11. Additional information<sup>xvi</sup></b>
N/A

<b>Place of completion</b>	Chicago, United States
<b>Date of completion</b>	[03/08/2017]

**Annex: Notification of major holdings** (to be filed with the FCA only)

<b>A: Identity of the person subject to the notification obligation</b>	
Full name (including legal form for legal entities)	Kabouter Management LLC
Contact address (registered office for legal entities)	401 N. Michigan Ave., Suite 2510; Chicago, IL 60611, United States
E-Mail	cyarbrough@kabouterfund.com
Phone number / Fax number	+1 (312) 248 7313
Other useful information (at least legal representative for legal persons)	Phone number and email address are for Christopher Yarbrough, General Counsel of Kabouter Management LLC

<b>B: Identity of the notifier, if applicable</b>	
Full name	N/A
Contact address	N/A
E-Mail	N/A
Phone number / Fax number	N/A
Other useful information (e.g. functional relationship with the person or legal entity subject to the notification obligation)	N/A

<b>C: Additional information</b>
N/A