

**John Menzies plc**

**(the "Company")**

**Director/PDMR Shareholding**

**19 March 2018**

**Notification of Transactions by Persons Discharging Managerial Responsibilities ("PDMRs")**

**2018 Long-Term Incentive Plan ("2018 LTIP")**

On 15 March 2018 the Company received acceptances from the undernoted PDMRs in respect of the following nil cost awards of ordinary shares of £0.25 each in the Company ("**Ordinary Shares**") under the terms of the Company's 2018 LTIP.

The Ordinary Shares which will vest upon achievement of the three-year performance criteria are as follows:

<b>Name</b>	<b>Number of Ordinary Shares</b>
Forsyth Black	51,244
Giles Wilson	47,584
John Geddes	36,603

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

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>			
a)	Name	Forsyth Black		
<b>2</b>	<b>Reason for the notification</b>			
a)	Position/status	President & Managing Director, Menzies Aviation		
b)	Initial notification/Amendment	Initial notification		
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>			
a)	Name	John Menzies plc		
b)	LEI	5493008LNN1X4R79PJ89		
<b>4</b>	<b>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</b>			
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 2018 LTIP.		
c)	Price(s) and volume(s)	<b>Plan</b>	<b>Price(s)</b>	<b>Volume(s)</b>
		2018 LTIP	683 pence	51,244
d)	Aggregated information			
	— Aggregated volume	51,244		
	— Price	683 pence		

e)	Date of the transaction	2018-03-15
f)	Place of the transaction	Outside of trading venue

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>								
a)	Name	Giles Wilson							
<b>2</b>	<b>Reason for the notification</b>								
a)	Position/status	Chief Financial Officer							
b)	Initial notification/Amendment	Initial notification							
<b>3</b>	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor								
a)	Name	John Menzies plc							
b)	LEI	5493008LNN1X4R79PJ89							
<b>4</b>	<b>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</b>								
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 2018 LTIP.							
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Plan</th> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>2018 LTIP</td> <td>683 pence</td> <td>47,584</td> </tr> </tbody> </table>		Plan	Price(s)	Volume(s)	2018 LTIP	683 pence	47,584
Plan	Price(s)	Volume(s)							
2018 LTIP	683 pence	47,584							
d)	Aggregated information — Aggregated volume — Price	47,584 683 pence							
e)	Date of the transaction	2018-03-15							
f)	Place of the transaction	Outside of trading venue							

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	John Geddes	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Group Company Secretary & Corporate Affairs Director	
b)	Initial notification/Amendment	Initial notification	
<b>3</b>	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	John Menzies plc	
b)	LEI	5493008LNN1X4R79PJ89	
<b>4</b>	<b>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</b>		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of £0.25 each	

	instrument, type of instrument Identification code	ISIN CODE: GB0005790059		
b)	Nature of the transaction	Grant of Ordinary Shares under the 2018 LTIP.		
c)	Price(s) and volume(s)	<b>Plan</b>	<b>Price(s)</b>	<b>Volume(s)</b>
		2018 LTIP	683 pence	36,603
d)	Aggregated information	36,603		
	— Aggregated volume	683 pence		
e)	Date of the transaction	2018-03-15		
f)	Place of the transaction	Outside of trading venue		

### Maturity of 2015 Long-Term Incentive Plan ("2015 LTIP")

Pursuant to an exercise of options under the rules of the 2015 LTIP, the following notifications are made pursuant to Article 19(3) of the Market Abuse Regulation and provide further details:

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	Forsyth Black	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	President & Managing Director, Menzies Aviation	
b)	Initial notification/Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	John Menzies plc	
b)	LEI	5493008LNN1X4R79PJ89	
<b>4</b>	<b>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</b>		
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	Acquisition of Ordinary Shares pursuant to an exercise of options under the 2015 LTIP.	
c)	Price(s) and volume(s)	<b>Price(s)</b>	<b>Volume(s)</b>
		683 pence	23,371
d)	Aggregated information	23,371	
	— Aggregated volume	683 pence	
e)	Date of the transaction	2018-03-15	
f)	Place of the transaction	London Stock Exchange (XLON)	

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>											
a)	Name	Giles Wilson										
<b>2</b>	<b>Reason for the notification</b>											
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										
<b>4</b>	<b>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</b>											
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	1. Acquisition of Ordinary Shares pursuant to an exercise of options under the 2015 LTIP. 2. Disposal of Ordinary Shares.										
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>683 pence</td> <td>22,910</td> </tr> <tr> <td>2.</td> <td>650 pence</td> <td>10,710</td> </tr> </tbody> </table>			Price(s)	Volume(s)	1.	683 pence	22,910	2.	650 pence	10,710
	Price(s)	Volume(s)										
1.	683 pence	22,910										
2.	650 pence	10,710										
d)	Aggregated information — Aggregated volume — Price	See 4(c) above										
e)	Date of the transaction	1. 2018-03-15 2. 2018-03-19										
f)	Place of the transaction	London Stock Exchange (XLON)										

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	John Geddes	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Group Company Secretary & Corporate Affairs Director	
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	
<b>4</b>	<b>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</b>		
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	Acquisition of Ordinary Shares pursuant to an exercise of options under 2015 LTIP.	
c)	Price(s) and volume(s)	<b>Price(s)</b>	<b>Volume(s)</b>
		683 pence	17,981
d)	Aggregated information		
	— Aggregated volume	17,981	
	— Price	683 pence	
e)	Date of the transaction	2018-03-15	
f)	Place of the transaction	London Stock Exchange (XLON)	

### Chairman's Award 2017

As stated in the Combined Prospectus and Circular issued by the Company on 16 September 2016, the Company's Remuneration Committee determined that it would be appropriate for part of the Company's fee arrangement with Dr Dermot Smurfit for his services as Chairman of the Company to be a cash fee satisfied by way of the issue of up to 20,000 Ordinary Shares, issued on an annual basis for three years (the "Chairman's Award").

The following award was made in satisfaction of the Chairman's Award in respect of FYE 31 December 2017 and the following notification, made pursuant to Article 19(3) of the Market Abuse Regulation, provides further details:

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	Dr Dermot Francis Smurfit	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Chairman of the Company	
b)	Initial notification/Amendment	Initial notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	John Menzies plc	
b)	LEI	5493008LNN1X4R79PJ89	
<b>4</b>	<b>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</b>		
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	Acquisition of Ordinary Shares.	
c)	Price(s) and volume(s)	<b>Price(s)</b>	<b>Volume(s)</b>
		661.4 pence	20,000
d)	Aggregated information		
	— Aggregated volume	20,000	
	— Price	661.4 pence	
e)	Date of the transaction	2018-03-15	
f)	Place of the transaction	London Stock Exchange (XLON)	

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### Maturity of 2014 Save as You Earn Scheme ("2014 SAYE Scheme")

Pursuant to the rules of the 2014 SAYE Scheme, which matured on 1 December 2017, the undernoted PDMR made an election on 13 March 2018 to exercise his option and acquire 732 Ordinary Shares ("**SAYE Allotment**").

Overall settlement of the SAYE Allotment will take place in accordance with the rules of 2014 SAYE.

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

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>					
a)	Name	John Geddes				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Group Company Secretary & Corporate Affairs Director				
b)	Initial notification/Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	John Menzies plc				
b)	LEI	5493008LNN1X4R79PJ89				
<b>4</b>	<b>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</b>					
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	Exercise of an option over Ordinary Shares pursuant to the Company's 2014 SAYE Scheme.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>437 pence</td> <td>732</td> </tr> </tbody> </table>	Price(s)	Volume(s)	437 pence	732
Price(s)	Volume(s)					
437 pence	732					
d)	Aggregated information — Aggregated volume — Price	732 437 pence				
e)	Date of the transaction	2018-03-13				
f)	Place of the transaction	London Stock Exchange (XLON)				

For further information, please contact:

John Geddes  
Group Company Secretary & Corporate Affairs Director  
0131 225 8555