

**PUBLIC OPENING POSITION DISCLOSURE BY A PARTY TO AN OFFER**  
**Rules 8.1 and 8.2 of the Takeover Code (the "Code")**

**1. KEY INFORMATION**

<b>(a) Full name of discloser:</b>	John Menzies plc
<b>(b) Owner or controller of interests and short positions disclosed, if different from 1(a):</b> <i>The naming of nominee or vehicle companies is insufficient. For a trust, the trustee(s), settlor and beneficiaries must be named.</i>	N/A
<b>(c) Name of offeror/offeree in relation to whose relevant securities this form relates:</b> <i>Use a separate form for each offeror/offeree</i>	John Menzies plc
<b>(d) Is the discloser the offeror or the offeree?</b>	Offeree
<b>(e) Date position held:</b> <i>The latest practicable date prior to the disclosure</i>	14 February 2022
<b>(f) In addition to the company in 1(c) above, is the discloser making disclosures in respect of any other party to the offer?</b> <i>If it is a cash offer or possible cash offer, state "N/A"</i>	N/A

**2. POSITIONS OF THE PARTY TO THE OFFER MAKING THE DISCLOSURE**

*If there are positions or rights to subscribe to disclose in more than one class of relevant securities of the offeror or offeree named in 1(c), copy table 2(a) or (b) (as appropriate) for each additional class of relevant security.*

**(a) Interests and short positions in the relevant securities of the offeror or offeree to which the disclosure relates**

Class of relevant security:	Interests		Short positions	
	Number	%	Number	%
<b>(1) Relevant securities owned and/or controlled:</b>	Nil	-	Nil	-
<b>(2) Cash-settled derivatives:</b>	Nil	-	Nil	-
<b>(3) Stock-settled derivatives (including options) and agreements to purchase/sell:</b>	Nil	-	Nil	-
<b>TOTAL:</b>	Nil	-	Nil	-

*All interests and all short positions should be disclosed.*

*Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).*

*Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).*

**(b) Rights to subscribe for new securities**

<b>Class of relevant security in relation to which subscription right exists:</b>	None
<b>Details, including nature of the rights concerned and relevant percentages:</b>	None

### 3. POSITIONS OF PERSONS ACTING IN CONCERT WITH THE PARTY TO THE OFFER MAKING THE DISCLOSURE

**Details of any interests, short positions and rights to subscribe (including directors' and other employee options) of any person acting in concert with the party to the offer making the disclosure:**

- a. *Interests in John Menzies plc's ordinary shares of 0.25p each held by the directors of John Menzies plc and their persons closely associated:*

<b>Director</b>	<b>Number of Ordinary Shares</b>	<b>% of issued share capital</b>
<i>Philipp Joeinig</i>	<i>2,541,379</i>	<i>2.76</i>
<i>Christian Kappelhoff-Wulff</i>	<i>1,294,827</i>	<i>1.40</i>
<i>Alvaro Gomez-Reino</i>	<i>292,413</i>	<i>0.31</i>
<i>John Geddes</i>	<i>71,219</i>	<i>0.07</i>
<i>David Garman</i>	<i>67,767</i>	<i>0.07</i>
<i>Drusilla Maizey</i>	<i>12,346</i>	<i>0.01</i>
<i>Paul Baines</i>	<i>6,448</i>	<i>0.00</i>
<b>Total</b>	<b>4,286,399</b>	<b>4.66</b>

- b. *Interests of Directors of John Menzies plc under the John Menzies plc 2019 Transformation Incentive Plan ("2019 TIP")*

<b>Name</b>	<b>Description</b>	<b>Total Number of John Menzies plc relevant securities</b>	<b>Exercise price</b>
<i>Philipp Joeinig</i>	<i>2019 TIP</i>	<i>850,000</i>	<i>Nil</i>

- c. *Interests of Directors of John Menzies plc under the John Menzies plc 2019 Long-Term Incentive Plan ("2019 LTIP")*

<b>Name</b>	<b>Description</b>	<b>Total Number of John Menzies plc relevant securities</b>	<b>Exercise price</b>
<i>Alvaro Gomez-Reino</i>	<i>2019 LTIP</i>	<i>224,545</i>	<i>Nil</i>
<i>John Geddes</i>	<i>2019 LTIP</i>	<i>267,951</i>	<i>Nil</i>

*Details of how the Directors' 2019 TIP and 2019 LTIP awards vest can be read in the shareholder circular as published on 22 August 2019*

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

#### 4. OTHER INFORMATION

##### (a) Indemnity and other dealing arrangements

<p><b>Details of any indemnity or option arrangement, or any agreement or understanding, formal or informal, relating to relevant securities which may be an inducement to deal or refrain from dealing entered into by the party to the offer making the disclosure or any person acting in concert with it:</b>  <i>Irrevocable commitments and letters of intent should not be included. If there are no such agreements, arrangements or understandings, state "none"</i></p>
<p><b>None</b></p>

##### (b) Agreements, arrangements or understandings relating to options or derivatives

<p><b>Details of any agreement, arrangement or understanding, formal or informal, between the party to the offer making the disclosure, or any person acting in concert with it, and any other person relating to:</b>  <b>(i) the voting rights of any relevant securities under any option; or</b>  <b>(ii) the voting rights or future acquisition or disposal of any relevant securities to which any derivative is referenced:</b>  <i>If there are no such agreements, arrangements or understandings, state "none"</i></p>
<p><b>None</b></p>

##### (c) Attachments

Are any Supplemental Forms attached?

Supplemental Form 8 (Open Positions)	NO
Supplemental Form 8 (SBL)	NO

Date of disclosure:	14 February 2022
Contact name:	John Geddes
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Public disclosures under Rule 8 of the Code must be made to a Regulatory Information Service.

The Panel's Market Surveillance Unit is available for consultation in relation to the Code's disclosure requirements on +44 (0)20 7638 0129.

The Code can be viewed on the Panel's website at [www.thetakeoverpanel.org.uk](http://www.thetakeoverpanel.org.uk).