Section 430(2B) Companies Act 2006 Statement

Yvonne Monaghan

2 October 2025

Further to the announcements made on 24 March 2025 and 1 October 2025, Johnson Service Group plc (the “Company”) confirms that Yvonne Monaghan stepped down as a Director of the Company on 1 October 2025. As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made to or to be made to Yvonne are set out below.

1. Yvonne’s services will be available to, and Yvonne will remain employed by, the Company until 28 February 2026 (the “End Date”). Up to and including the End Date Yvonne’s salary and benefits will continue in the usual way, save that, with effect from 1 January 2026, Yvonne’s pension contribution rate (paid as a monthly cash alternative allowance) will reduce from 9% of Yvonne’s monthly salary to 6% of Yvonne’s monthly salary. During the period from 1 October 2025 to the End Date, Yvonne will therefore receive £151,499 in respect of salary, approximately £8,313 in respect of benefits and £11,817 in respect of cash in lieu of pension.

2. Yvonne will be eligible to receive a bonus in relation to the Company’s FY25 (ending 31 December 2025) financial year, this will be calculated in accordance with the rules of the FY25 bonus scheme and will be paid to Yvonne at the normal time (in or around March 2026).

3. Yvonne will be treated as a 'Good Leaver' in respect of awards granted to Yvonne under the Johnson Service Group 2018 Long-Term Incentive Plan (“LTIP Scheme”) in 2023, 2024 and 2025 (each an “Award” and, together the “Awards”). The proportion of each Award which shall vest will be determined after taking into account the extent to which the performance conditions to which it is subject have been met and will then be pro-rated based upon the extent that the relevant Award performance period has elapsed at the End Date.

4. Yvonne will be paid in lieu for any untaken annual leave entitlement remaining as at the End Date, including holidays that have been carried over, calculated as Yvonne’s annual salary, divided by 260 days, multiplied by the number of days’ entitlement remaining. Any such payment will be made in or around March 2026.

5. Yvonne’s benefits figure for the period from 1 October 2025 to the End Date includes an amount of approximately £1,022 in relation to healthcare benefits. This amount has been estimated based on the current value of the benefit, noting that the cost of the benefit from the provider may change in January 2026.

No other payments are due to be paid to Yvonne.

Further information

The relevant remuneration details relating to Yvonne will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ending 31 December 2025 (and subsequent years as required by the relevant regulations). In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company’s website until the Company’s next Directors' Remuneration Report is made available. All payments detailed above are disclosed on a gross basis and will be paid less any required deductions for tax and national insurance contributions.

2 October 2025