

Statement Pursuant to Section 430(2B) of the Companies Act 2006

**John Menzies plc
(the "Company")**

31 July 2019

As previously announced by the Company on 12 March 2019, Forsyth Black ("Mr Black") resigned as Chief Executive Officer and as a Director of the Company. Upon his resignation Mr Black was placed on garden leave until 11 September 2019. During this period Mr Black continues to receive his salary and contractual benefits.

In accordance with section 430(2B) of the Companies Act 2006 ("Section 430(2B)"), the Company confirms that following discussions between Mr Black and the Company, Mr Black will receive a gross payment for loss of office of £94,000.

Mr Black is eligible to receive certain awards under the Company's 2015 Bonus Share Plan, 2015 Share Matching Plan, 2015 Long Term Incentive Plan, 2018 Value Creation Plan and Save As You Earn scheme (each a "Plan" and together the "Plans"). Shares purchased by Mr Black under the 2015 Bonus Share Plan will vest on 11 September 2019. Awards made under each of the other Plans will vest or be made in accordance with the relevant Plan rules. Mr Black may receive an annual bonus for the financial year ending 31 December 2019, commensurate to time served in that financial year. Any amount payable in relation to the annual bonus will be calculated in accordance with normal procedures after the end of the financial year.

Mr Black will also receive a maximum contribution of £10,750 plus VAT towards legal fees incurred in connection with the foregoing.

No other remuneration payment or any payment for loss of office of the type specified in Section 430(2B) is being made to Mr Black.

Full disclosure of the remuneration arrangements detailed above will be provided in the Directors' Remuneration Report contained in the Company's Annual Report and Accounts for the year ending 31 December 2019. In accordance with Section 430(2B), the information contained in this statement will be made available on the Company's website until the next Directors' Remuneration Report of the Company is published.

Enquiries:

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