

OUR SHARED OWNERSHIP CULTURE

Shared Ownership for every employee lies at the heart of our culture. It binds us together, creates a long-term perspective and makes us Stronger Together.

HOW JTC SHARED OWNERSHIP WORKS

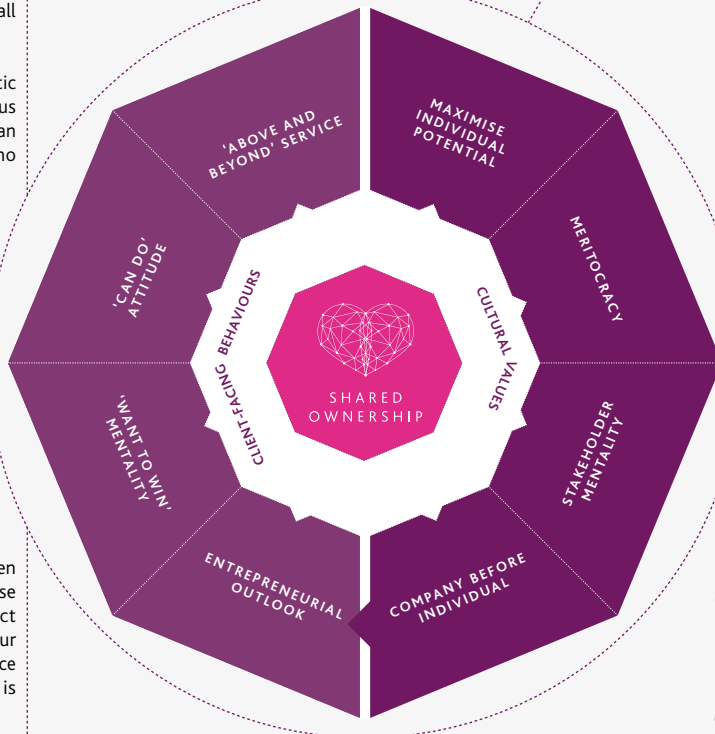
All permanent employees are automatically part of the Shared Ownership programme. Scores are calculated annually for each person based on their length of service; seniority and appraisal score. Appraisal scores are based 50:50 on achievement of goals and behaviours.

When a multi-year business plan, or era, is completed and if the Company has achieved or exceeded its goals, the Shared Ownership programme will consider making an award from the Employee Incentive Plan (EIP) to all eligible employees.

In addition – and in line with JTC’s meritocratic approach to progression – a Deferred Bonus Share Plan (DBSP) and Performance Share Plan (PSP) provide added incentive for those who have taken on leadership roles.

THE JTC ‘MAGIC WHEEL’

Over 20 years old, it is as valid today as when it was created. We believe that by living these values and behavioural traits, we can protect and nurture Shared Ownership and grow our company for the benefit of everybody. And vice versa, the concept of Shared Ownership is what inspires the values and behaviour.



1998
5% initial holding

A NEW WAY
Nigel Le Quesne creates JTC Shared Ownership and establishes it with half of his own equity.

2012
£12m shared

LOCAL TO GLOBAL
1st Shared Ownership award made when a minority stake is sold to PE firm CBPE. JTC begins its Malbec era business plan.

2018
£14m shared

GOING PUBLIC
2nd Shared Ownership award made when the Group lists on the LSE. JTC begins its Odyssey era business plan.

2021
£20m shared

SHARED OWNERSHIP AS A PUBLIC COMPANY
3rd Shared Ownership award made when the business doubles in size since IPO. JTC begins its Galaxy era business plan.

“With all our people as owners of the business, the interests of all our stakeholders are aligned.”

NIGEL LE QUESNE

In the Galaxy era, we aim to double the size of the business from 2020 results. This means revenue of £230m+ and underlying EBITDA of £78m+.

TOTAL VALUE
£350m+

Including direct ownership and Shared Ownership awards, JTC has generated £350m+ of total value for employee-owners since 1998



In 2019, JTC’s Shared Ownership programme became the subject of a Harvard Business School MBA case study

100% OWNERSHIP

100% of permanent employees are owners of the business through JTC’s Shared Ownership programmes