

17 March 2025  
Mitie Group plc  
LEI number: 213800MTCLTKEHWZMJ03

## Mitie Group plc (the "Company") - Notification of Transactions of Directors/Persons Discharging Managerial Responsibility and their Closely Associated Persons

On 14 March 2025 the Company was notified that the Trustees of the Company's Share Incentive Plan purchased Ordinary Shares of 2.5 pence each in the Company on behalf of Phil Bentley.

| Name         | Partnership shares acquired | Matching shares awarded |
|--------------|-----------------------------|-------------------------|
| Phil Bentley | 134                         | 67                      |

The attached notifications, made in accordance with the requirements of the UK Market Abuse Regulation, give further detail.

- Ends -

### NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

|                |   |  |          |           |             |     |
|----------------|---|--|----------|-----------|-------------|-----|
| 1              | Details of the person discharging managerial responsibilities/person closely associated   |  |          |           |             |     |
| a)             | Name  | PHIL BENTLEY   |          |           |             |     |
| b              | Reason for the notification   |  |          |           |             |     |
| a)             | Position/status   | PDMR - CHIEF EXECUTIVE OFFICER   |          |           |             |     |
| b)             | Initial notification /Amendment   | INITIAL NOTIFICATION   |          |           |             |     |
| 3              | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor   |  |          |           |             |     |
| a)             | Name  | MITIE GROUP PLC  |          |           |             |     |
| b)             | LEI   | 213800MTCLTKEHWZMJ03   |          |           |             |     |
| 4              | 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 |  |          |           |             |     |
| a)             | Description of the financial instrument, type of instrument<br>Identification code  | ORDINARY SHARES OF 2.5 PENCE EACH IN MITIE GROUP PLC.<br>IDENTIFICATION CODE FOR MITIE GROUP PLC ORDINARY SHARES: GB0004657408 |          |           |             |     |
| b)             | Nature of the transaction   | PURCHASE OF PARTNERSHIP SHARES UNDER THE MITIE GROUP PLC SHARE INCENTIVE PLAN  |          |           |             |     |
| c)             | Price(s) and volume(s)  | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>112.0 PENCE</td><td>134</td></tr></table>                           | Price(s) | Volume(s) | 112.0 PENCE | 134 |
| Price(s)       | Volume(s)   |  |          |           |             |     |
| 112.0 PENCE    | 134   |  |          |           |             |     |
| d)             | Aggregated information  |  |          |           |             |     |
| - Total volume | Price(s)  | Volume(s)  |          |           |             |     |
| - Total price  | £150.08   | 134  |          |           |             |     |

|    |                          |            |
|----|--------------------------|------------|
| e) | Date of the transaction  | 2025-03-13 |
| f) | Place of the transaction | XLON       |

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING  
MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

|          |  |  |
|----------|--|--|
| <b>1</b> | <b>Details of the person discharging managerial responsibilities/person closely associated</b>   |  |
| a)       | Name   | PHIL BENTLEY   |
| <b>b</b> | <b>Reason for the notification</b>   |  |
| a)       | Position/status  | PDMR - CHIEF EXECUTIVE OFFICER   |
| 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   | MITIE GROUP PLC  |
| b)       | LEI  | 213800MTCLTKEHWZMJ03   |
| <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<br>Identification code   | ORDINARY SHARES OF 2.5 PENCE EACH IN MITIE GROUP PLC.<br>IDENTIFICATION CODE FOR MITIE GROUP PLC ORDINARY SHARES: GB0004657408 |
| b)       | Nature of the transaction  | AWARD OF MATCHING SHARES UNDER THE MITIE GROUP PLC SHARE INCENTIVE PLAN  |
| c)       | Price(s) and volume(s)   |  |
|          | Price(s)   | Volume(s)  |
|          | NIL  | 67   |
| d)       | Aggregated information   |  |
|          | - Total volume   | Price(s)   |
|          | - Total price  | Volume(s)  |
|          |  | NIL  |
|          |  | 67   |
| e)       | Date of the transaction  | 2025-03-13   |
| f)       | Place of the transaction   | XLON   |

**For further information**

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## About Mitie

Founded in 1987, Mitie employs 68,000 colleagues and is the leading technology-led Facilities Transformation company in the UK. We are a trusted partner to around 3,000 blue chip customers across the public and private sectors, working with them to transform their built estates, and the lived experience for their colleagues and customers, as well as providing data-driven insights to inform better decision-making.

In each of our core services of Engineering (Hard Services) and Security and Cleaning & Hygiene (Soft Services) we hold market leadership positions. We also upsell Projects capabilities in the areas of building fitouts and modernisation, decarbonisation, fire & security, and telecoms infrastructure. Our sector expertise includes Central Government, Critical National Infrastructure, Defence, Financial Services, Healthcare & Life Sciences, Local Government & Education, Retail & Logistics and Transport & Aviation.

Over the previous Three-Year Plan (FY22 - FY24) Mitie delivered a Total Shareholder Return (TSR) of 80% (#10 in FTSE 250). Our new Facilities Transformation Three-Year Plan (FY25 - FY27) will extend Mitie's market leadership position through accelerated growth and deliver enhanced shareholder returns.

We hold industry-leading ESG credentials, including a place on the CDP Climate change A List, and in the past 12 months we have received multiple industry awards including B2B Marketing Team of the Year, Best Low Carbon Solution and Net Zero Carbon Strategy of the Year. Targeting Net Zero by the end of 2025, our ambitious emissions reduction plans have been validated by the Science Based Targets initiative (SBTi). We have been recognised as a UK Top Employer for the sixth consecutive year. Find out more at [www.mitie.com](http://www.mitie.com).

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