

14 October 2025

Mitie Group plc

LEI number: 213800MTCLTKEHWZMJ03

### Mitie Group plc (the "Company") - Disclosure of Long-Term Incentive Plan performance condition targets

Further to the announcement made on 20 June 2025, in which the Company disclosed the options over Ordinary shares of 2.5 pence each in the Company granted to both Simon Kirkpatrick and Peter Dickinson under the Company's Long-Term Incentive Plan, the Company confirms the performance condition targets that apply to the awards are as follows:

Performance measure	Weighting	Threshold	On Target	Maximum
Revenue <sup>[1]</sup>	33.3% of the award	£5,990m	£6,300m	£6,620m
Earnings Per Share (EPS) <sup>[2]</sup>	33.3% of the award	15.9p	16.7p	17.5p
Return on Invested Capital (ROIC)	33.3% of the award	20%	22%	24%

25% of the award will vest at threshold performance, 70% of the award will vest at target and 100% of the award will vest at maximum performance. There will be straight line vesting between these points.

The Committee will also have reference to ESG and leverage during the period and has the discretion to adjust the award accordingly. Notwithstanding the above, the Committee still has full discretion to ensure that the level of any vesting out-turn is appropriate based on the overall performance of the Group and the shareholder and employee experience.

- END -

#### For further information, contact:

**Kate Heseltine**

Group IR & Corporate  
Finance Director

M: +44 (0)738 443 9112

E: [kate.heseltine@mitie.com](mailto:kate.heseltine@mitie.com)

**Claire Lovegrove**

Director of Corporate Affairs

M: +44 (0)790 027 6400

E: [claire.lovegrove@mitie.com](mailto:claire.lovegrove@mitie.com)

**Neil Bennett**

H/Advisors Maitland

M: +44 (0)790 000 0777

E: [mite@h-advisors.global](mailto:mite@h-advisors.global)

#### About Mitie: The Future of High Performing Places

Founded in 1987, Mitie employs 80,000 colleagues and is the leading technology-led Facilities Management, Transformation and Compliance company in the UK. We are a trusted partner to around 3,000 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 hygiene (soft services) we hold market leadership positions. We also deliver transformational projects in the areas of power and grid connections, building fit outs & modernisation, decarbonisation, fire safety & security and telecoms infrastructure, alongside compliance capabilities in fire safety & security and environmental services. Our sector expertise includes central government, critical national infrastructure, defence, financial services, healthcare & life sciences, local government & education, retail & logistics, manufacturing & media and transport & aviation.

We hold industry-leading ESG credentials, including a place on the CDP Climate change A List, and we have received multiple awards including Best Low Carbon Solution and Net Zero Carbon Strategy of the year. We have validated science-based targets that support our ambitions to reach Net Zero. We have been recognised as a UK Top Employer for the seventh consecutive year and Most Admired Company in the Support Services sector. We are also ranked 16th in the Top 100 Apprenticeship employers and ninth in the Inclusive Top 50 UK Employers list. Find out more at [www.mitie.com](http://www.mitie.com).

---

[1] Including share of JVs and associates

[2] Before Other items. EPS targets and performance measurement exclude the benefits of share buybacks

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [rns@seg.com](mailto:rns@seg.com) or visit [www.ms.com](http://www.ms.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

FURFFWFUDEISESS