

16 February 2026
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 16 February 2026 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	84	42

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	ORDINARY SHARES OF 2.5 PENCE EACH IN MITIE GROUP PLC.					
Identification code	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 border="1"> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> <tr> <td>178.8004 PENCE</td> <td>84</td> </tr> </table>		Price(s)	Volume(s)	178.8004 PENCE	84
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Price(s)	Volume(s)					
- Total volume						

Total volume		£150.19	84
- Total price			
e)	Date of the transaction	2026-02-13	
f)	Place of the transaction	XLON	

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Identification code	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)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>NIL</td> <td>42</td> </tr> </tbody> </table>	Price(s)	Volume(s)	NIL	42
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For further information, contact:

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mite@h-advisors.global**About Mitie: The Future of High Performing Places**

Founded in 1987, Mitie employs 84,000 colleagues and is the leading technology-led Facilities Management, Transformation and Compliance company in the UK. We are a trusted partner to 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 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 eighth consecutive year. We are also ranked 16th in the Top 100 Apprenticeship Employers and tenth in the Inclusive Top 50 UK Employers list. Find out more at www.mitie.com

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