

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

ESG Risk Rating

12.3

Last Full Update Jan 8, 2026

+4.0

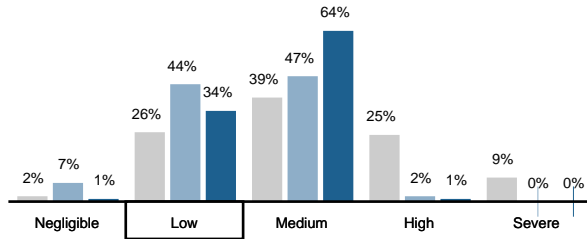
Momentum

Low Risk



ESG Risk Rating Score Change Log

ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	671/14730	6th
Commercial Services INDUSTRY	60/382	16th
Business Support Services SUBINDUSTRY	9/148	6th

Peers Table

Peers (Market cap \$2.5 - \$2.8bn)

	Exposure	Management	ESG Risk Rating
1. Firstsource Solutions Ltd.	27.9 Low	63.8 Strong	10.8 Low
2. MITIE Group Plc	30.9 Low	62.9 Strong	12.3 Low
3. Diversey Holdings Ltd. (Cayman Islands)	27.0 Low	47.7 Average	14.6 Low
4. OPENLANE, Inc.	30.4 Low	44.4 Average	17.4 Low
5. China Wafer Level CSP Co., Ltd.	28.2 Low	11.4 Weak	25.1 Medium

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ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

30.9 **+0.6**
Low Momentum
 Beta = 1.00

The company's product and service portfolio, as well as its customer base expose it to quality and safety issues. Types of misconduct include unsafe features, insufficient transparency and misleading marketing. The company receives, stores and processes large volumes of sensitive customer data. This increases its exposure to data privacy and cybersecurity breaches, which may result in regulatory actions, litigation, public scrutiny or loss of customer trust. Exposure to ethical breaches is derived mostly from the company's business relations within its value chain, as well as from its countries of operation and size. These may include political lobbying, conflicts of interest, anti-competitive practices, corruption, tax and accounting irregularities.

The company's overall exposure is low and is similar to subindustry average. Product Governance, Data Privacy and Cybersecurity and Business Ethics are notable material ESG issues.

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

62.9 **-13.1**
Strong Momentum

The company's environmental policy is very strong. Moreover, MITIE's ESG reporting is robust, with the company reporting on ESG information, as part of an integrated or standalone report on an annual basis. Its ESG governance is solid, with a board member or committee overseeing related issues. The company's whistleblower programme, while adequate, indicates room for enhancement.

The company's overall management of material ESG issues is strong.

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Material ESG Issues

These are the Material ESG Issues driving the ESG Risk Rating.

Issue Name	ESG Risk Exposure	ESG Risk Management	ESG Risk Rating	Contribution to ESG Risk Rating
	Score Category	Score Category	Score Category	
Data Privacy and Cybersecurity	3.3 Low	32.5 Average	2.4 Low	19.9%
Business Ethics	3.4 Low	41.9 Average	2.0 Low	16.6%
Human Capital	3.2 Low	51.3 Strong	1.6 Negligible	13.1%
Product Governance	5.5 Medium	72.5 Strong	1.5 Negligible	12.3%
Emissions, Effluents and Waste	2.0 Low	37.5 Average	1.3 Negligible	10.8%
Corporate Governance	6.7 Medium	81.4 Strong	1.2 Negligible	10.1%
Occupational Health and Safety	3.0 Low	62.0 Strong	1.2 Negligible	10.0%
Stakeholder Governance	2.0 Low	61.9 Strong	0.8 Negligible	6.2%
Carbon -Own Operations	1.9 Low	93.7 Strong	0.1 Negligible	1.0%
Overall	30.9 Low	62.9 Strong	12.3 Low	100.0%

Risk Events Overview

Risk Events that may pose financially material risks to the company's business.

Category (Risk Events)

5 Severe (0)

4 High (0)

3 Significant (0)

2 Moderate (1)

Quality and Safety Risk

1 Low (2)

Business Ethics Risk

Labour Relations Risk

0 None (12)

Accounting and Taxation Risk

Anti-Competitive Practices Risk

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Risk Events Overview

Risk Events that may pose financially material risks to the company's business.

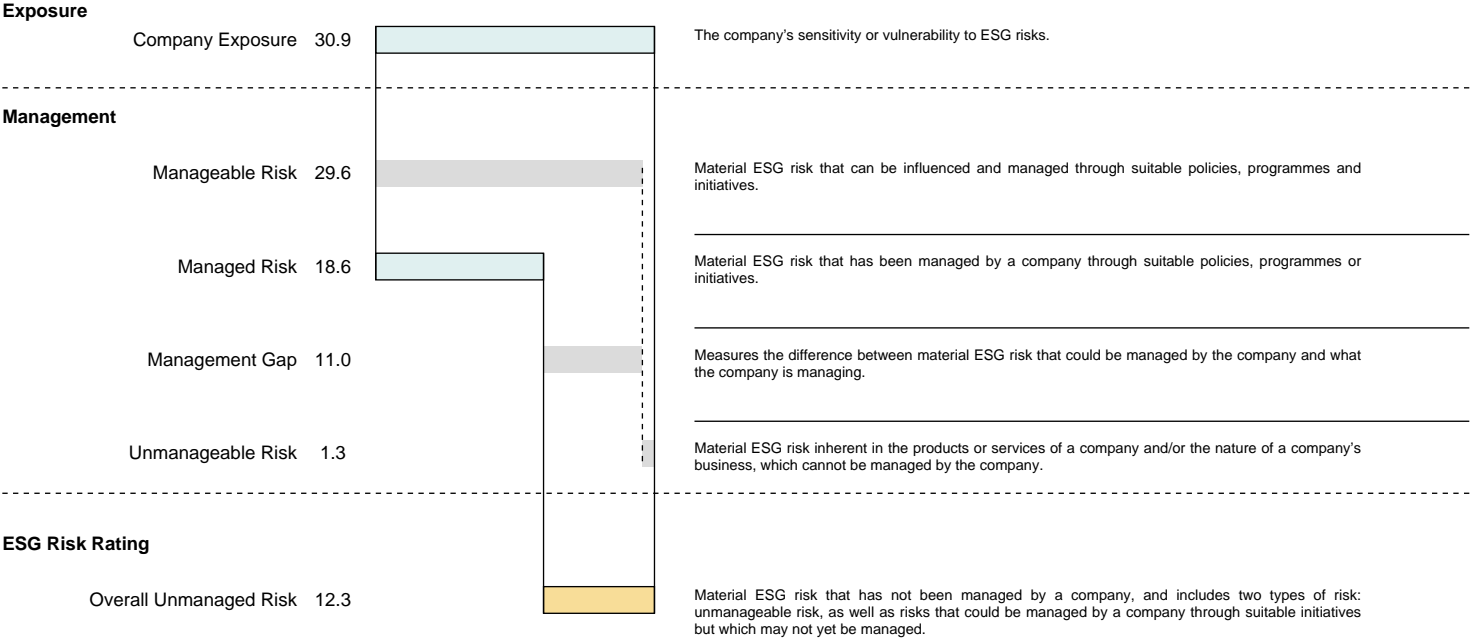
Category (Risk Events)

- Bribery and Corruption Risk
- Corporate Governance Risk
- Data Privacy and Security Risk
- Emissions, Effluents and Waste Risk
- Energy Use and GHG Emissions Risk
- Intellectual Property Risk
- Lobbying and Public Policy Risk
- Marketing Practices Risk
- Occupational Health and Safety Risk
- Sanctions Risk

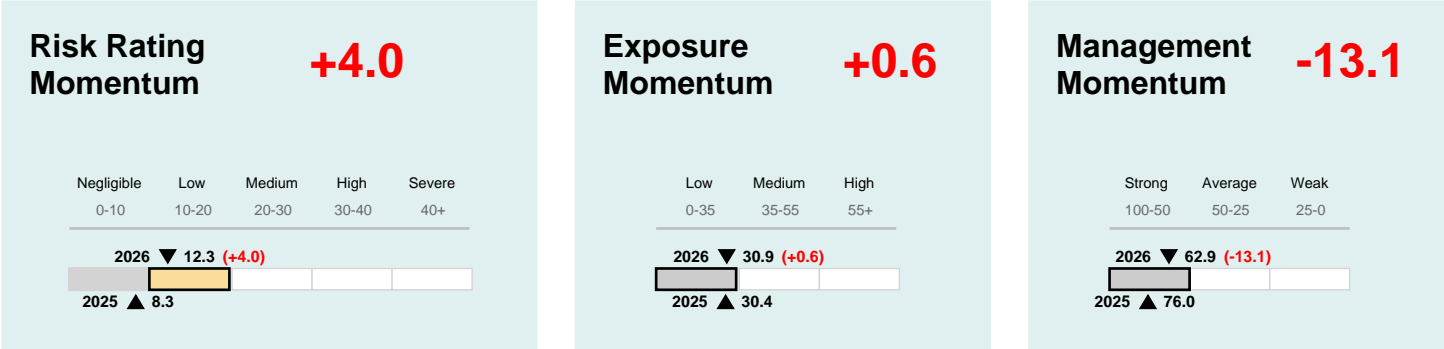
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Risk Decomposition



Momentum Details



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ESG Risk Rating Score Change Log [View Glossary](#)

Insufficient data. We require at least two score changes within the past 12 months to display a meaningful chart.

Attribute Date	Value Before Change	Value After Change	Δ Change In Value	Change Trigger
2025/09/23	8.3	7.8 ↓	-0.5	◇ Methodology Update

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Issue

Contribution 19.9 %



Data Privacy and Cybersecurity

Data Privacy and Cybersecurity covers a company's data governance practices, including the collection, use, management and protection of data, to ensure compliance with regulations, safeguard against breaches and address ethical concerns on data use.

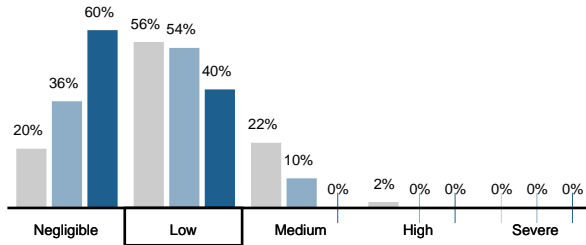
ESG Risk Rating

2.4

Low Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	797/2470	33rd
Commercial Services INDUSTRY	31/59	52nd
Business Support SUBINDUSTRY	22/25	88th

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. Teleperformance SE	2.9 Low	89.4 Strong	0.8 Negligible
2. WillScot Holdings Corp.	3.2 Low	64.4 Strong	1.5 Negligible
3. Pluxee NV	3.0 Low	53.8 Strong	1.7 Negligible
4. MITIE Group Plc	3.3 Low	32.5 Average	2.4 Low
5. Bravida Holding AB	3.2 Low	14.4 Weak	2.8 Low

MITIE Group Plc

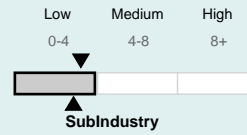
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ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.3
Low



Companies that provide Business Support Services receive, store and process large volumes of personally identifiable information about clients, as well as potentially sensitive technical data about their operations, products, facilities and other assets. Many companies also have direct contracts with government agencies, providing them with key technical support in their operations, and therefore may receive and handle sensitive government data as well. Therefore, the data accessed by companies in this subindustry exposes them to cybersecurity and data privacy risks.

The company's exposure to Data Privacy and Cybersecurity issues is low and moderately above the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.10
Company Issue Exposure	3.3

Beta Indicators

Beta Signal

Data Privacy and Security Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Headquarters Location	0.00
Sales Location	0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.10
Baseline	+1.00
Overall Beta	1.10

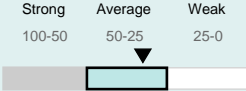
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Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

32.5
Average



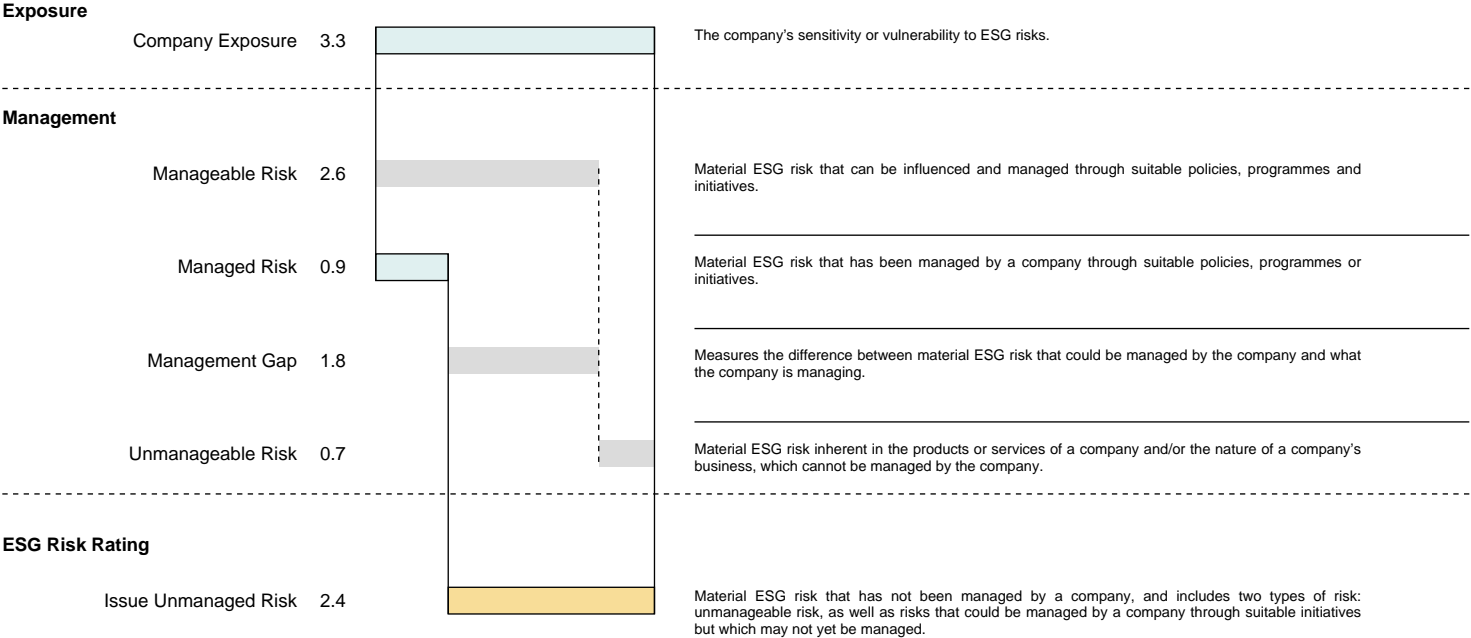
The company's Data Privacy Policy is robust, including a clear description of the type of data being collected by the company, as well as on how data is being used or for what purpose. Related to cybersecurity, while MITIE has governance structures in place for cybersecurity management and conducts regular internal cybersecurity assessments or audits, it does not report on regular mandatory cybersecurity training for employees. In our view, the company's management of the issue is average.

Management Indicators	Raw Score	Weight	Weighted Score
Data Privacy Policy	75	15.0%	11.3
Cybersecurity Programme	50	42.5%	21.3
Data Privacy Programme	0	42.5%	0.0
 Data Privacy and Security Risk	Category 0	0%	0.0
Weighted Sum			32.5

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Business Support Services United Kingdom LON:MTO

Risk Decomposition



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Issue

Contribution 16.6 %



Business Ethics

Business Ethics encompasses business practices that may be legal or illegal, and result in a financial benefit to an individual specifically or a company while having a negative impact on society or other company stakeholders.

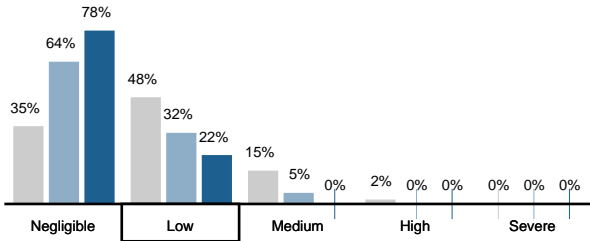
ESG Risk Rating

2.0

Low Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	1702/4619	37th
Commercial Services INDUSTRY	29/44	65th
Business Support SUBINDUSTRY	19/23	82nd

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. Teleperformance SE	4.4 Medium	75.6 Strong	1.2 Negligible
2. Bravida Holding AB	3.0 Low	52.5 Strong	1.5 Negligible
3. Pluxee NV	4.0 Medium	58.7 Strong	1.8 Negligible
4. WillScot Holdings Corp.	3.4 Low	44.4 Average	2.0 Negligible
5. MITIE Group Plc	3.4 Low	41.9 Average	2.0 Low

MITIE Group Plc

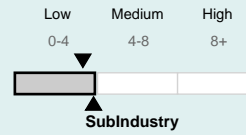
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.4
Low



The Business Support Services subindustry has a wide array of clients, including businesses and governments, amid heightened competition, exposing the subindustry to significant business ethics risks. Companies in the subindustry often have close connections to governments and public officials, which can heighten the risk of bribery and corruption. For instance, securing contracts for maintenance services or other business support functions can involve lengthy bureaucratic processes, potentially incentivizing companies to expedite these processes through unethical means.

The company's exposure to Business Ethics issues is low and moderately below the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	4.0
Issue Beta	x 0.85
Company Issue Exposure	3.4

Beta Indicators

Beta Signal

Accounting and Taxation Risk	0.00
Anti-Competitive Practices Risk	0.00
Bribery and Corruption Risk	0.00
Business Ethics Risk	0.00
Intellectual Property Risk	0.00
Lobbying and Public Policy Risk	0.00
Sanctions Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Regional Corruption	-0.20
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.15
Baseline	+1.00
Overall Beta	0.85

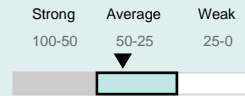
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Business Support Services United Kingdom LON:MTO

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

41.9
Average



MITIE's whistleblower programme is adequate; there is an independent, reporting hotline available 24/7 that offers the possibility for anonymous reporting, and is available in local languages. The level of transparency on lobbying and political expenses is adequate; the company discloses the overall monetary value of lobbying and political expenses, as well as the causes or themes that it supports. Nevertheless, its bribery and corruption programme is assessed as weak, with no reporting on bribery and corruption risk assessments, nor on regular training on these matters.

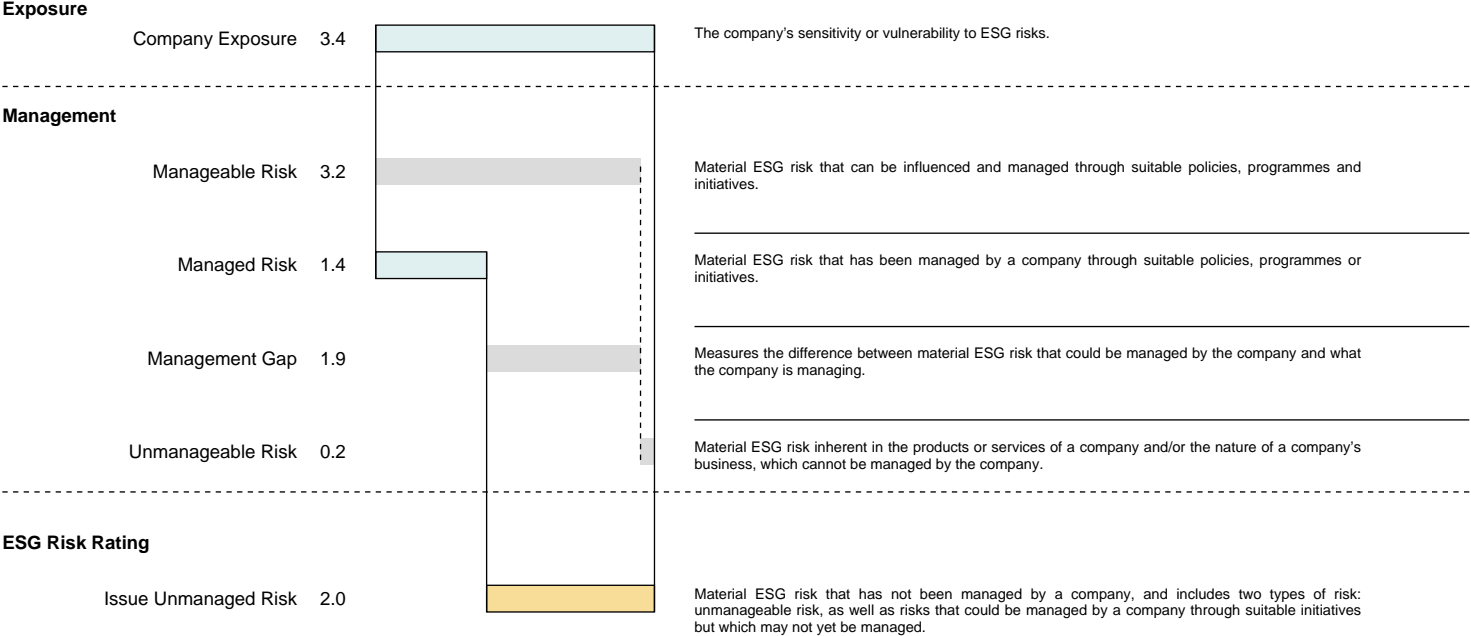
In our view, the company's management of the issue is average.

Management Indicators	Raw Score	Weight	Weighted Score
Political Involvement Policy	75	10.0%	7.5
Bribery & Corruption Policy	50	15.0%	7.5
Transparency on Lobbying and Political	50	10.0%	5.0
Whistleblower Programmes	50	22.5%	11.3
Bribery & Corruption Programmes	25	22.5%	5.6
Business Ethics Programme	25	20.0%	5.0
Business Ethics Risk	Category 1	0%	0.0
Accounting and Taxation Risk	Category 0	0%	0.0
Anti-Competitive Practices Risk	Category 0	0%	0.0
Bribery and Corruption Risk	Category 0	0%	0.0
Intellectual Property Risk	Category 0	0%	0.0
Lobbying and Public Policy Risk	Category 0	0%	0.0
Sanctions Risk	Category 0	0%	0.0
Weighted Sum			41.9

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Risk Decomposition



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Issue

Contribution 13.1 %



Human Capital

Human Capital encompasses a company's management of its human resources, from acquiring and retaining top talent, to providing advancement opportunities in a diverse and equal work environment, and adopting an inclusive corporate culture.

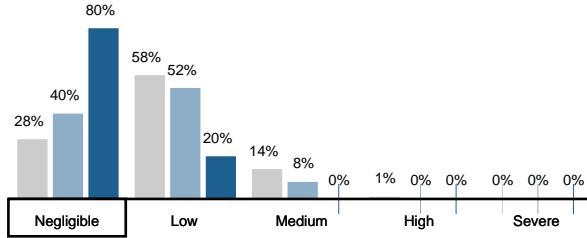
ESG Risk Rating

1.6

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	742/4552	17th
Commercial Services INDUSTRY	14/60	23rd
Business Support SUBINDUSTRY	10/25	38th

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. Teleperformance SE	3.0 Low	72.5 Strong	0.9 Negligible
2. Pluxee NV	3.0 Low	51.3 Strong	1.5 Negligible
3. WillScot Holdings Corp.	2.9 Low	45.6 Average	1.6 Negligible
4. MITIE Group Plc	3.2 Low	51.3 Strong	1.6 Negligible
5. Bravida Holding AB	2.9 Low	36.9 Average	1.9 Negligible

MITIE Group Plc

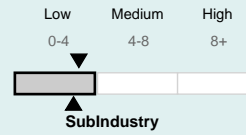
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.2
Low



Business Support Services companies employ a wide variety of personnel. For manufacturing operations, companies employ skilled employees such as equipment operators and assemblers. Some companies also rely on specialized professionals, such as researchers, engineers and IT staff, to develop cutting-edge technologies. As some industries are experiencing skills shortages, attracting and retaining the talent able to develop these business lines is key to maintaining market share. Additionally, some subindustry companies may experience labour conflicts, which can result in operational disruptions. In addition, depending on location of operations, companies may have trouble attracting highly skilled employees due to labour shortages, which may impact R&D efficiency. Companies that tailor their programmes to the long-term needs of their employees may be better positioned to retain key expertise. Furthermore, some subindustry companies are facing increasing scrutiny on diversity issues regarding the underrepresentation of women, minorities and workers over 40. Lawsuits from former employees alleging gender, racial or age discrimination may indicate the need for stronger Human Capital management. Best practice includes strong programmes for employee recruitment, retention and development, as well as diversity programmes.

The company's exposure to Human Capital issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.05
Company Issue Exposure	3.2

Beta Indicators

Beta Signal

Labour Relations Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.05
Baseline	+1.00
Overall Beta	1.05

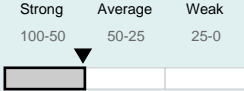
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Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

51.3
Strong



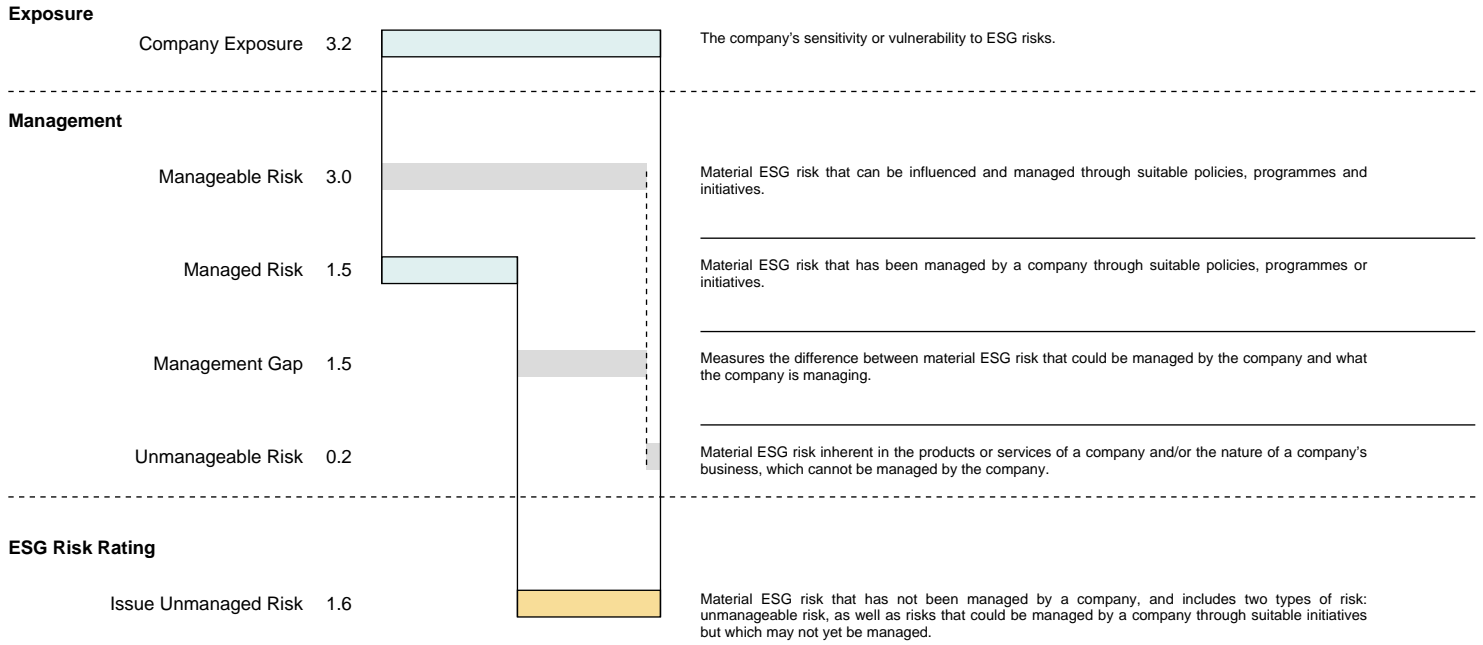
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Discrimination Policy	100	7.5%	7.5
Freedom of Association Policy	100	5.0%	5.0
Human Capital Development	100	25.0%	25.0
Diversity Programmes	75	12.5%	9.4
Gender Pay Disclosure	50	5.0%	2.5
Working Hours Policy	25	7.5%	1.9
Collective Bargaining Agreements	0	5.0%	0.0
Employee Training	0	12.5%	0.0
Employee Turnover Rate	0	12.5%	0.0
Gender Pay Equality Programme	0	7.5%	0.0
 Labour Relations Risk	Category 1	0%	0.0
Weighted Sum			51.3

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 12.3 %



Product Governance

Product Governance encompasses a company's management of the entire lifecycle of its products and services to prevent and mitigate risks and consequences for its customers and end-users.

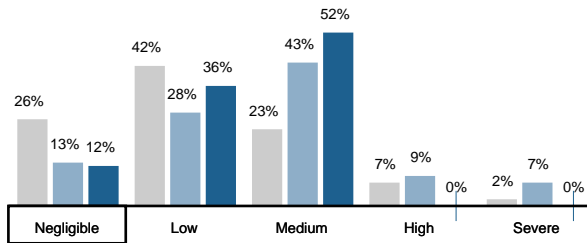
ESG Risk Rating

1.5

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	560/3924	15th
Commercial Services INDUSTRY	4/46	8th
Business Support SUBINDUSTRY	2/25	5th

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	5.5 Medium	72.5 Strong	1.5 Negligible
2. Bravida Holding AB	5.3 Medium	58.7 Strong	2.2 Low
3. Pluxee NV	5.0 Medium	11.3 Weak	4.4 Medium
4. Teleperformance SE	4.8 Medium	0.0 Weak	4.8 Medium
5. WillScot Holdings Corp.	5.3 Medium	0.0 Weak	5.3 Medium

MITIE Group Plc

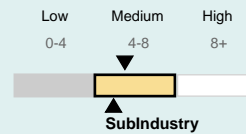
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

5.5
Medium



Business support services companies provide a wide range of services to various industries, which can negatively impact consumers if service quality is sub-par. The support services business is a low-cost entry market, which allows for many competitors. Inability to properly deliver services can result in reputational damage due to service quality lapses, which may affect a company's ability to win new contracts or retain existing ones. Additionally, poor service quality can lead to financial penalties for companies for failing to deliver on contractual terms.

The company's exposure to Product Governance issues is medium and moderately above the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	5.0
Issue Beta	x 1.10
Company Issue Exposure	5.5

Beta Indicators

Beta Signal

Marketing Practices Risk	0.00
Quality and Safety Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Headquarters Location	0.00
Sales Location	0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.10
Baseline	+1.00
Overall Beta	1.10

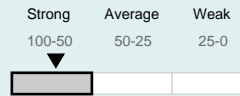
MITIE Group Plc

Business Support Services United Kingdom LON:MTO



Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

72.5
Strong



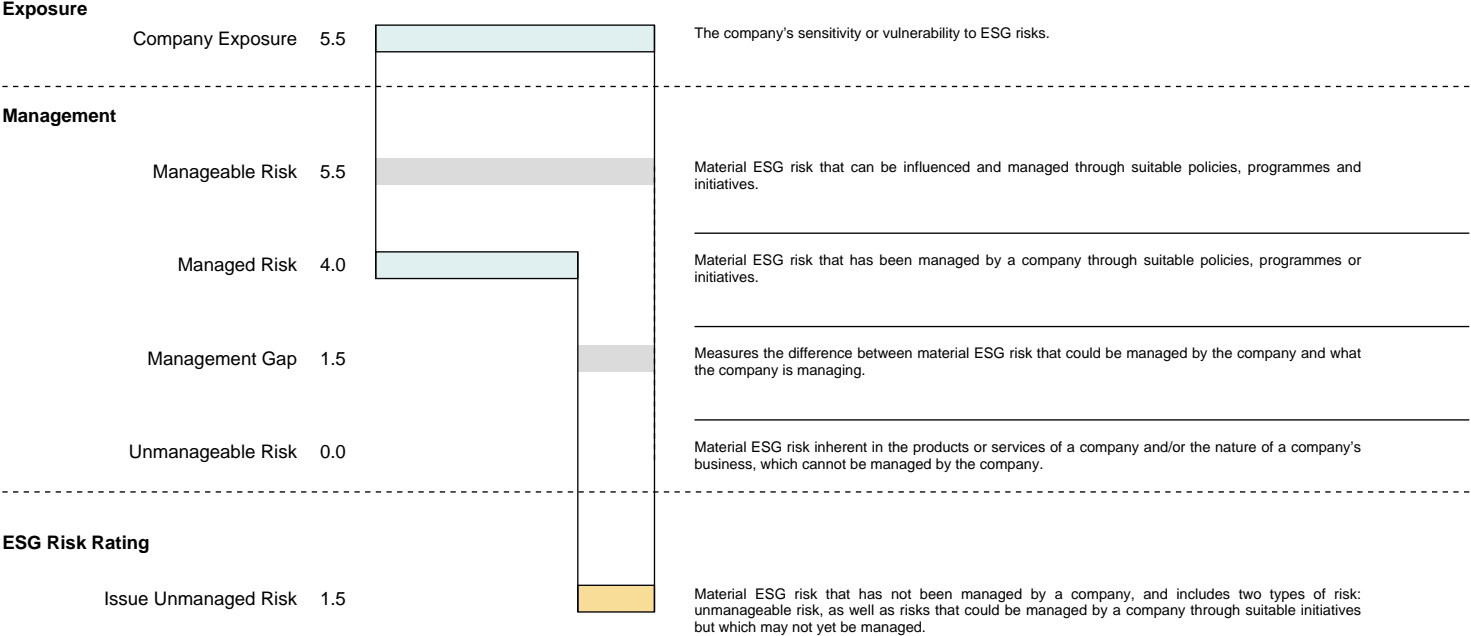
The company has managerial responsibility and conducts product and safety risk assessments related to its products and services. Moreover, more than 90% of MITIE's sites have received a third-party quality management system certification. In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
QMS Certifications	100	45.0%	45.0
Product and Service Safety Programme	50	55.0%	27.5
 Quality and Safety Risk	Category 2	0%	0.0
 Marketing Practices Risk	Category 0	0%	0.0
Weighted Sum			72.5

MITIE Group Plc


Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

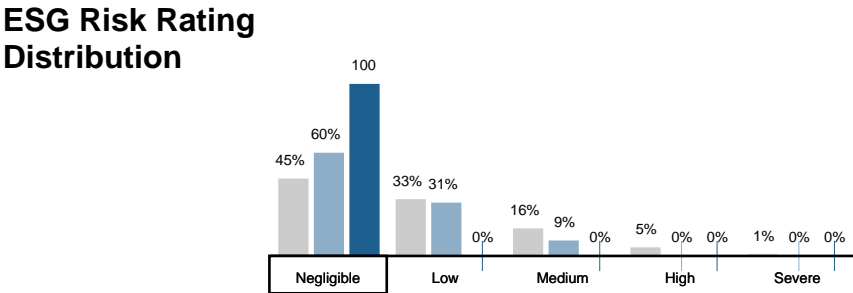
Issue  **Emissions, Effluents and Waste**

Contribution 10.8 %

Emissions Effluents and Waste encompasses a company's practices to minimize non-greenhouse gas emissions, waste and wastewater discharges across its operations, as well as its preparedness and response measures for potential pollution emergencies.

ESG Risk Rating 1.3 **Negligible Risk**

NEGL	LOW	MED	HIGH	SEVERE
0-2	2-4	4-6	6-8	8+



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	458/2104	23rd
Commercial Services INDUSTRY	8/35	21st
Business Support SUBINDUSTRY	8/19	40th

Peers Table

Peers (Market cap \$1.8 - \$3.8bn)	Exposure	Management	ESG Risk Rating
1. Bravida Holding AB	1.7 Low	34.4 Average	1.2 Negligible
2. MITIE Group Plc	2.0 Low	37.5 Average	1.3 Negligible
3. WillScot Holdings Corp.	1.8 Low	9.5 Weak	1.6 Negligible

MITIE Group Plc

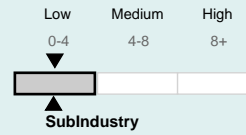
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

2.0
Low



The operations of Business Support Services companies, especially those engaged in the rental and maintenance of equipment and uniforms; technical solutions for buildings, industries and infrastructure; cleaning, pest control and catering, can result in the release of negative environmental externalities such as waste, hazardous substances, air pollutants, or wastewater through repair and maintenance services. Wastewater contaminated by cleaning chemicals from cleaning rental equipment and professional garments can pose a hazard to the environment if it is not properly treated. Spills of oils and other industrial fluids may occur while rental industrial equipment (e.g. heating, cooling, construction, agricultural, oilfield, and transportation equipment) is stored, and this can result in the contamination of soil, surface water or groundwater beyond legally permitted levels. Companies are subject to extensive environmental laws and regulations by national and regional, local authorities. Moreover, the regulation of pest control and hygiene services is tightening. Companies found to be non-compliant with emissions, effluents and waste regulations may be fined by regulators, face community opposition and be subject to costs to remediate improper waste handling or spills. Additionally, mismanagement of the issue and repeated violations may endanger contracts for companies in the subindustry. Best practice includes strong programmes to manage solid and hazardous waste, initiatives to treat effluents as well as emergency response programmes to contain spills.

The company's exposure to Emissions, Effluents and Waste issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	2.0
Issue Beta	x 1.00
Company Issue Exposure	2.0

Beta Indicators

Beta Signal

Emissions, Effluents and Waste Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Headquarters Location	0.00
Assets Location	-0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.00
Baseline	+1.00
Overall Beta	1.00

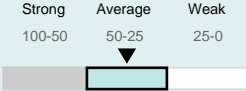
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

37.5
Average



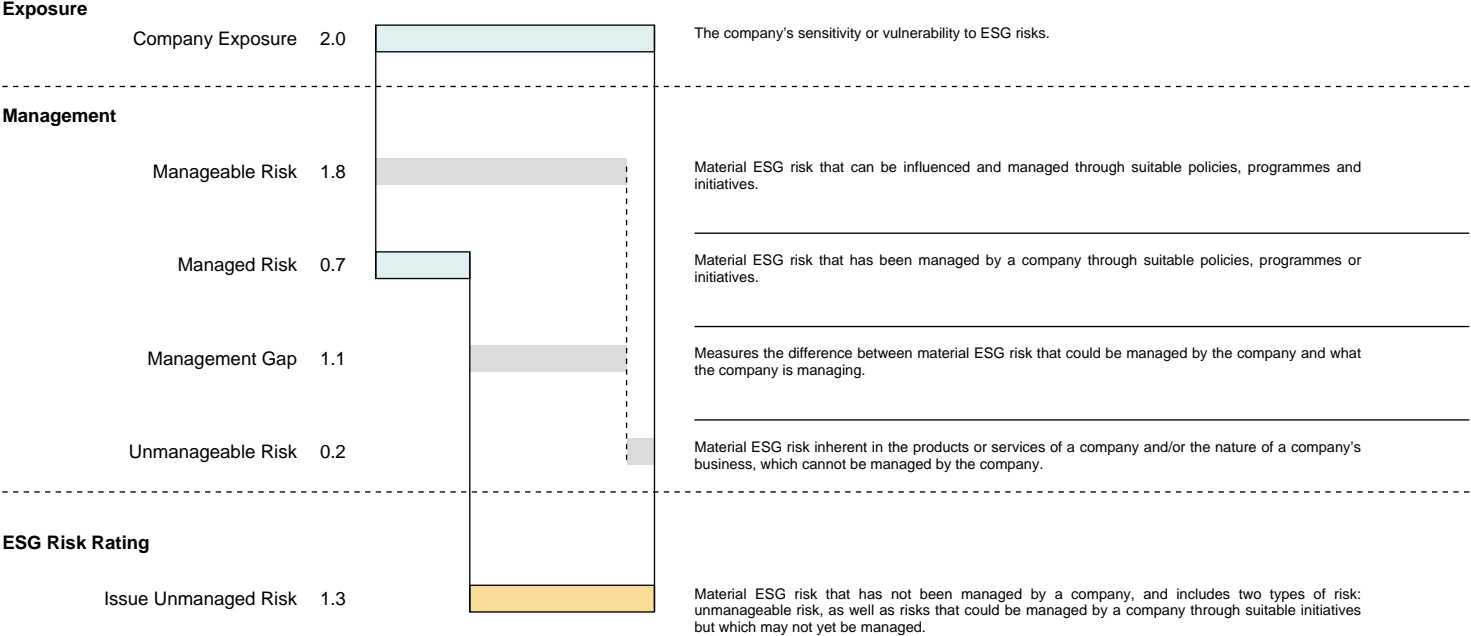
In our view, the company's management of the issue is average.

Management Indicators	Raw Score	Weight	Weighted Score
EMS Certification	100	5.0%	5.0
Environmental Management System	100	10.0%	10.0
Environmental Policy	100	5.0%	5.0
Emergency Response Programme	75	10.0%	7.5
Non-GHG Air Emissions Programmes	25	20.0%	5.0
Solid Waste Management	25	20.0%	5.0
Effluent Management	0	17.5%	0.0
Hazardous Waste Management	0	12.5%	0.0
 Emissions, Effluents and Waste Risk	Category 0	0%	0.0
Weighted Sum			37.5

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 10.1 %



Corporate Governance

Corporate Governance encompasses the mechanisms, processes and policies by which a company is managed and overseen to ensure its ability to mitigate risks, increase long-term value creation and safeguard its reputation.

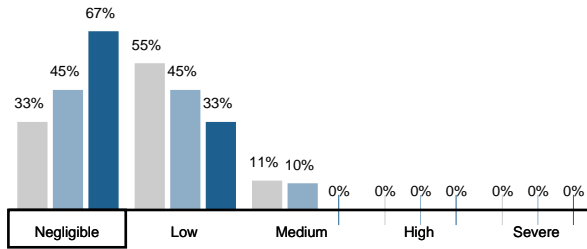
ESG Risk Rating

1.2

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	677/4484	16th
Commercial Services INDUSTRY	13/73	18th
Business Support SUBINDUSTRY	7/21	31st

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

	Exposure	Management	ESG Risk Rating
1. WillScot Holdings Corp.	6.7 Medium	86.0 Strong	0.9 Negligible
2. MITIE Group Plc	6.7 Medium	81.4 Strong	1.2 Negligible
3. Teleperformance SE	6.7 Medium	69.9 Strong	2.0 Low
4. Bravida Holding AB	6.7 Medium	62.5 Strong	2.5 Low
5. Pluxee NV	8.1 High	51.2 Strong	3.9 Low

MITIE Group Plc

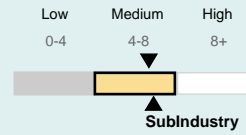
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

6.7
Medium



Corporate Governance has risen in prominence over the past 20 years, following a series of high-profile company failures throughout the world. These failures have resulted in value destruction through record fines, bankruptcies, or the dilution of existing shareholder equity. As a result, stricter standards on company disclosure and practices have emerged among institutional investors, stock exchanges, regulators, and other market actors. In practice, Corporate Governance focuses on issues such as board and committee composition, audit, shareholder voting rights, risk oversight and executive remuneration. Shortcomings in any one of these areas may signal increased risk for shareholders (especially minority shareholders) and other stakeholders. This growing emphasis on governance has led to the adoption of frameworks and guidelines designed to enhance transparency, ensure accountability, and protect the interests of all stakeholders. Enhanced governance practices can not only mitigate risks but also contribute to companies' sustainable growth and long-term value creation.

The company's exposure to Corporate Governance issues is medium and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	7.0
Issue Beta	x 0.95
Company Issue Exposure	6.7

Beta Indicators

Beta Signal

Largest Shareholder Voting Power	-0.07
Corporate Governance Risk	0.00
Qualitative Overlay	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.05
Baseline	+1.00
Overall Beta	0.95

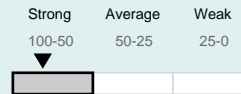
MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

81.4
Strong



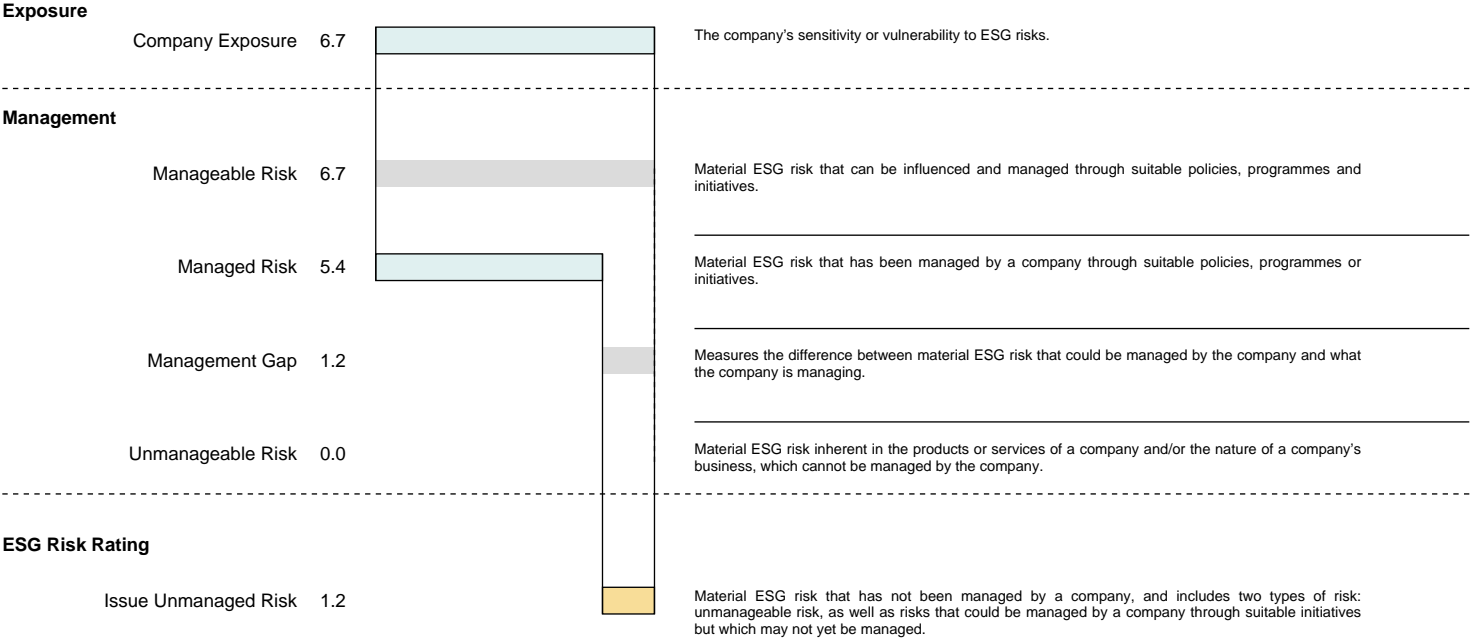
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Audit Committee Independence	100	7.0%	7.0
Board Committee Structure	100	6.0%	6.0
Board Gender Diversity	100	3.0%	3.0
Board Gender Representation Target	100	2.0%	2.0
Board Independence	100	7.0%	7.0
Long-Term Incentive Programme	100	6.0%	6.0
Nominating Committee Independence	100	6.0%	6.0
Remuneration Committee Independence	100	6.0%	6.0
Risk Oversight	100	5.0%	5.0
Shareholder Dissent	100	3.0%	3.0
Voting Proportionality	100	10.0%	10.0
Board Effectiveness	75	6.0%	4.5
Say on Pay	75	4.0%	3.0
Short-Term Incentive Programme	75	5.0%	3.8
Audit Committee Experience	50	7.0%	3.5
Board Non-Executive Experience	50	5.0%	2.5
Executive Compensation Clawback	50	3.0%	1.5
CEO Pay Magnitude (Industry)	40	2.0%	0.8
CEO Pay Magnitude (Region)	40	2.0%	0.8
Board Executive Experience	0	5.0%	0.0
 Corporate Governance Risk	Category 0	0%	0.0
Weighted Sum			81.4

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 10.0 %



Occupational Health and Safety

Occupational Health and Safety refers to a company's ability to ensure its workforce is safe and healthy and to mitigate the risk of occupational hazards such as employee injuries or fatalities.

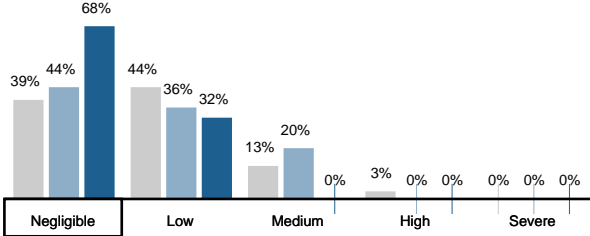
ESG Risk Rating

1.2

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	319/2159	16th
Commercial Services INDUSTRY	9/50	17th
Business Support SUBINDUSTRY	7/25	26th

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. Bravida Holding AB	2.7 Low	66.3 Strong	1.0 Negligible
2. MITIE Group Plc	3.0 Low	62.0 Strong	1.2 Negligible
3. Teleperformance SE	3.2 Low	58.0 Strong	1.4 Negligible
4. WillScot Holdings Corp.	2.7 Low	17.6 Weak	2.2 Low
5. Pluxee NV	3.0 Low	17.6 Weak	2.5 Low

MITIE Group Plc

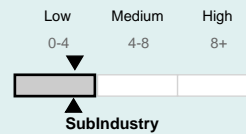
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.0
Low



Business Support Services companies are involved in providing services to a wide range of businesses, including high-hazard industries such as heavy machinery production, construction, chemicals and mining. Company employees have experienced injuries from slips, falls, moving machinery or exposure to asbestos or hazardous chemicals. Although fines from health and safety incidents are generally low, companies can face suspension of operations and production disruptions while accidents are investigated, or may incur costs related to the remediation of health and safety conditions. Additionally, companies may have to bear the costs of hiring and training additional staff while injured staff are off work, compensation to injured workers or their families, and rising insurance premiums. Companies that operate in developed markets, such as the US, are subject to strict regulations. The Occupational Safety and Health Administration (OSHA) is making it mandatory for employers in high-hazard industries, such as construction and industrial machinery, to disclose injury and fatality data, which they can post on the agency's website starting July 2017. Best practice includes implementing an OHSAS 18001 certified health and safety management system and programmes for minimizing hazards in high-hazard operations.

The company's exposure to Occupational Health and Safety issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.00
Company Issue Exposure	3.0

Beta Indicators

Beta Signal

Occupational Health and Safety Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Headquarters Location	0.00
Assets Location	-0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.00
Baseline	+1.00
Overall Beta	1.00

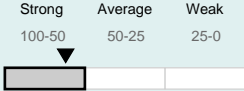
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

62.0
Strong



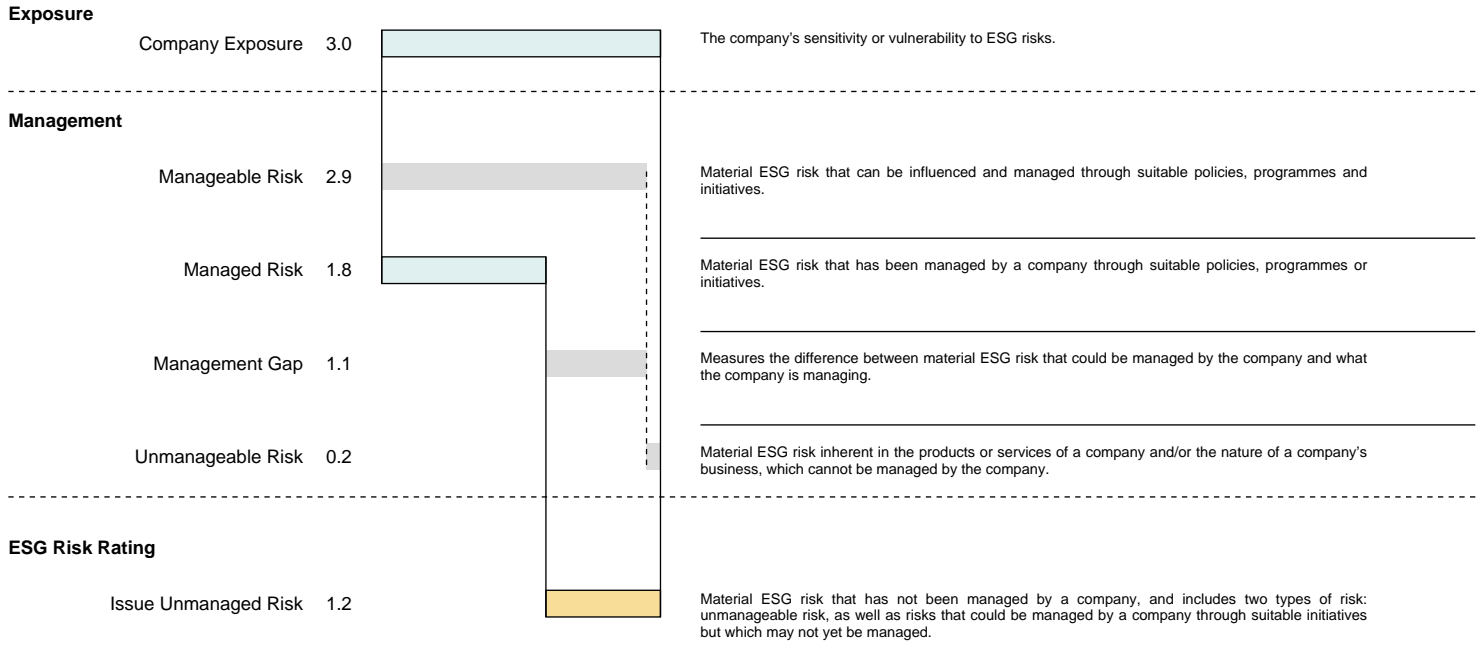
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Health and Safety Certifications	100	20.0%	20.0
Health and Safety Management System	100	32.5%	32.5
Employee Fatality Rate	20	10.0%	2.0
Lost-Time Incident Rate Trend	20	37.5%	7.5
 Occupational Health and Safety Risk	Category 0	0%	0.0
Weighted Sum			62.0

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 6.2 %



Stakeholder Governance

Stakeholder Governance encompasses the mechanisms, processes and policies used by a company to manage its extra-financial risks and broader stakeholder relationships beyond focusing solely on shareholders.

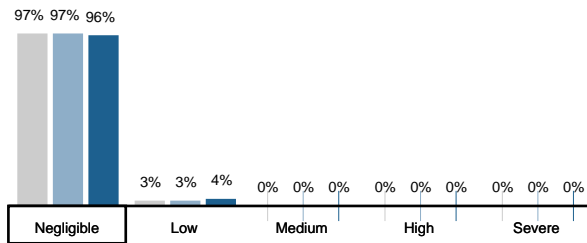
ESG Risk Rating

0.8

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	1918/4782	41 st
Commercial Services INDUSTRY	37/78	47 th
Business Support SUBINDUSTRY	11/25	42 nd

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. Teleperformance SE	2.0 Low	81.1 Strong	0.4 Negligible
2. Pluxee NV	2.0 Low	66.6 Strong	0.7 Negligible
3. Bravida Holding AB	2.0 Low	62.8 Strong	0.7 Negligible
4. MITIE Group Plc	2.0 Low	61.9 Strong	0.8 Negligible
5. WillScot Holdings Corp.	2.0 Low	47.6 Average	1.0 Negligible

MITIE Group Plc

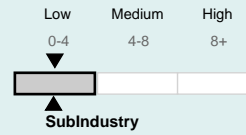
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

2.0
Low



Public and private companies across all industries are increasingly expected to demonstrate how they have considered their business' impact on a broad range of stakeholders, beyond focusing solely on the needs of shareholders. A core element of this includes establishing safeguards and controls to manage the environmental, social and governance risks arising from a company's operations. At the same time, due to increasing regulatory requirements, firms are being required to enhance disclosures and adopt more robust processes and policies to monitor and manage ESG risks. Companies that fail to adopt the necessary structures to address stakeholders' expectations are subject to increased scrutiny and pressure from a range of interested parties demanding transparency and action. This can leave firms exposed to operational, reputational and financial risks. Companies in which the board and senior management have oversight of and assume responsibility for ensuring that there are appropriate mechanisms in place to mitigate the firm's environmental and social impacts and ensure ethical business conduct are considered to have a competitive advantage.

The company's exposure to Stakeholder Governance issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	2.0
Issue Beta	x 1.00
Company Issue Exposure	2.0

Beta Indicators

Beta Signal

Qualitative Overlay	0.00
Exceptional Event Adjustment	0.00
Ownership	0.00
Total Beta Signal	0.00
Baseline	+1.00
Overall Beta	1.00

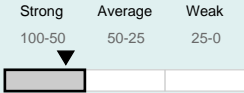
MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

61.9
Strong



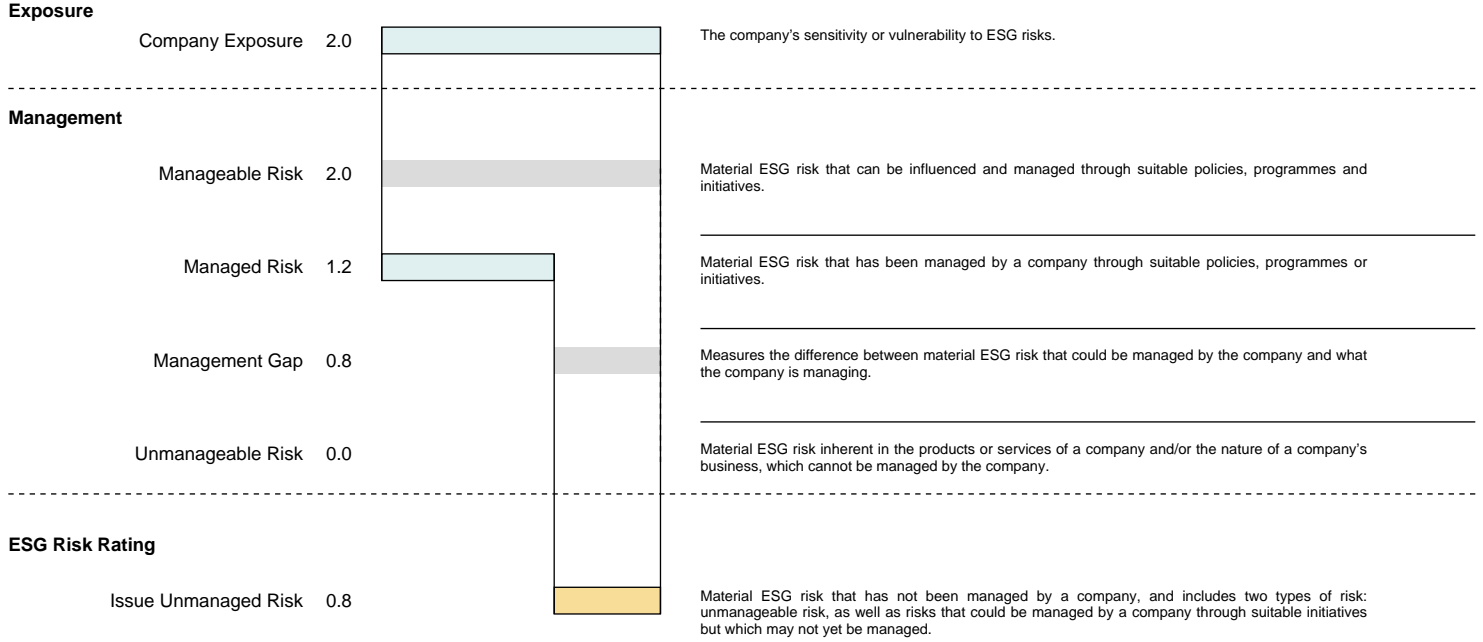
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Discrimination Policy	100	9.5%	9.5
ESG Governance	100	10.5%	10.5
Environmental Policy	100	8.5%	8.5
ESG Reporting Standards	75	6.0%	4.5
GHG Reduction Programme	75	9.5%	7.1
Political Involvement Policy	75	3.5%	2.6
Verification of ESG Reporting	75	5.0%	3.8
Bribery & Corruption Policy	50	10.5%	5.3
Scope of Social Supplier Standards	50	4.5%	2.3
Transparency on Lobbying and Political	50	3.5%	1.8
Whistleblower Programmes	50	10.5%	5.3
Supplier Environmental Policy	25	3.5%	0.9
Global Compact Signatory	0	6.5%	0.0
Tax Disclosure	0	8.5%	0.0
Weighted Sum			61.9

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 1.0 %



Carbon - Own Operations

Carbon - Own Operations encompasses the management of risks linked to a company's energy use and greenhouse gas emissions within its operational control, excluding emissions during the use phase and end-of-life cycle of its products.

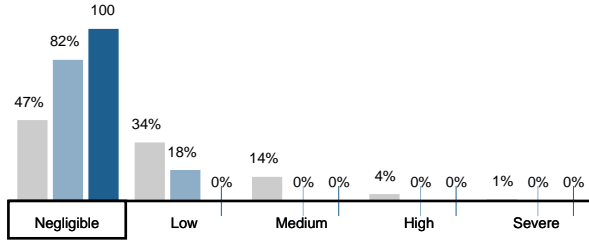
ESG Risk Rating

0.1

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	12/3084	1st
Commercial Services INDUSTRY	1/51	1st
Business Support SUBINDUSTRY	1/25	1st

Peers Table

Peers (Market cap \$1.8 - \$3.9bn)

Peers (Market cap \$1.8 - \$3.9bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	1.9 Low	93.7 Strong	0.1 Negligible
2. Bravida Holding AB	1.8 Low	83.0 Strong	0.3 Negligible
3. Teleperformance SE	2.0 Low	64.6 Strong	0.7 Negligible
4. Pluxee NV	1.8 Low	60.0 Strong	0.7 Negligible
5. WillScot Holdings Corp.	1.9 Low	21.9 Weak	1.5 Negligible

MITIE Group Plc

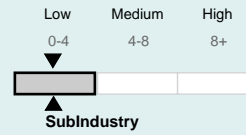
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

1.9
Low



Business Support Services companies that are involved in manufacturing businesses use large amounts of energy mainly for manufacturing operations, which include processing, producing or assembling products. In addition, extensive facilities have electricity requirements for lighting, heating and air conditioning. Companies that rely on large fleets for transporting goods or providing on-site services also generate considerable GHG emissions through fuel use. Good energy management is necessary for companies in the industry in order to mitigate risks from energy price volatility and carbon regulations. In October 2016, the threshold for the Paris Agreement to enter into force was achieved, and the agreement entered into force in November 2016. Energy management can lead to significant operational efficiencies and annual cost savings. Best practice in the industry includes group-wide implementation of energy efficiency measures, such as retrofitting or upgrading equipment and streamlining processes; fleet optimization; adoption of environmental and energy management systems certified to ISO 14001 and ISO 50001; and collection, monitoring and public reporting of emissions data.

The company's exposure to Carbon -Own Operations issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	2.0
Issue Beta	x 0.95
Company Issue Exposure	1.9

Beta Indicators

Beta Signal

Energy Use and GHG Emissions Risk	0.00
Operating Performance	0.00
Solvency	0.02
Financial Flexibility	0.03
Asset Performance	-0.02
Carbon Emissions	-0.10
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.05
Baseline	+1.00
Overall Beta	0.95

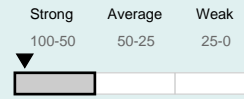
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

93.7
Strong



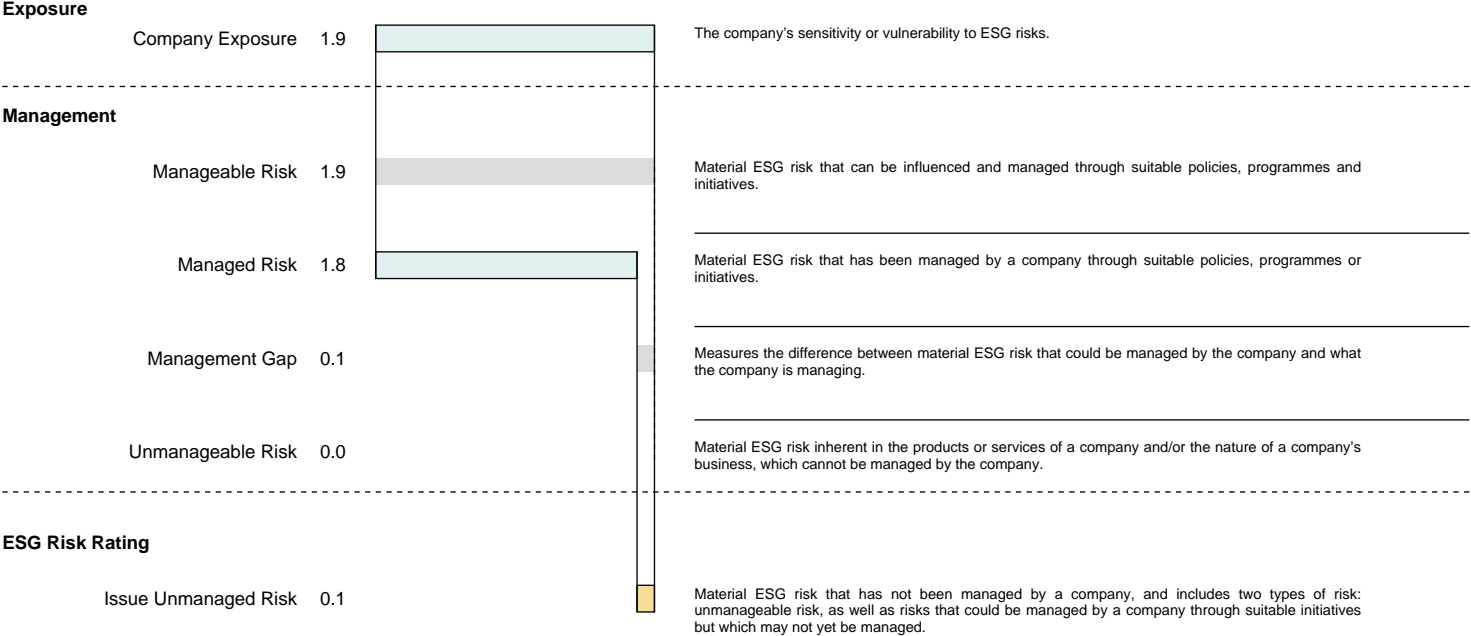
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Carbon Intensity	100	15.0%	15.0
Carbon Intensity Trend	100	15.0%	15.0
EMS Certification	100	2.5%	2.5
Environmental Management System	100	10.0%	10.0
Environmental Policy	100	5.0%	5.0
GHG Risk Management	100	5.0%	5.0
Green Logistics Programmes	100	7.5%	7.5
Renewable Energy Use	100	10.0%	10.0
Scope of GHG Reporting	100	5.0%	5.0
GHG Reduction Programme	75	20.0%	15.0
Renewable Energy Programmes	75	5.0%	3.8
 Energy Use and GHG Emissions Risk	Category 0	0%	0.0
Weighted Sum			93.7

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



Appendix

Exposure Details



Data Privacy and Cybersecurity

EA.ER.27 - Data Privacy and Security Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.G.1 - Headquarters Location

0.00
Beta Signal

The location of the company's headquarters does not indicate higher or lower exposure to this issue.

United Kingdom: Average exposure
Source: Sustainalytics Country Risk Rating, February 2025.

Appendix

Exposure Details

EA.G.3 - Sales Location

0.05
Beta Signal

The location of the company's sales indicates slightly higher exposure to this issue.

United Kingdom 92% (Slightly higher exposure)
Other: 7%
Source: Sustainalytics Country Risk Rating, February 2025.
Morningstar, February 2025. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.3.1.3 - Data Privacy Policy

75	15.00%	11.3
Raw Score	Weight	Weighted Score

The company has a strong policy

Criteria

- The policy addresses the company's data retention practices
- The policy applies to a majority of the company's operations
- The policy contains a commitment to implement appropriate security safeguards
- The policy contains a commitment to require service providers to protect data at a level consistent with the company's privacy policy
- The policy has clear provisions around updates
- The policy includes a clear description of how data is being disclosed by the company and for what purpose
- The policy includes a clear description of how data is being used by the company or for what purpose
- The policy includes a clear description of the type of data being collected by the company
- The policy includes a commitment to provide data subjects with access to, correction and/ or erasure of their data
- The policy includes clear and accessible mechanisms for data subjects to raise concerns about data privacy

Citations

MITIE Group Plc Privacy Notice, available online at www.mitie.com; released March 2023

S.3.1.3.1 - Data Privacy Programme

0	42.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- The company conducts regular privacy analysis, risk assessments (PIAs, DPIAs), audits and/ or operational reviews
- The company has governance structures in place for privacy management
- The company has mandatory privacy training for employees
- The company has regular privacy awareness communications to employees
- The company's board receives formal privacy reporting
- The company's programme includes a breach notification process

S.3.1.3.3 - Cybersecurity Programme

50	42.50%	21.3
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- The company conducts regular internal cybersecurity assessments or audits
- The company conducts regular mandatory cybersecurity training for employees
- The company has a disaster recovery policy, plan or procedure in place
- The company has an incident management policy or procedure in place to deal with cybersecurity incidents and/or breaches
- The company has external cybersecurity assessments or audits conducted on a regular basis
- The company has governance structures in place for cybersecurity management
- The company has management systems certified to ISO 27001 standards
- The company's management conducts regular formal cybersecurity reporting to the board

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

Appendix

 **Exposure Details**



Business Ethics

EA.ER.2 - Accounting and Taxation Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.4 - Anti-Competitive Practices Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.6 - Bribery and Corruption Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.7 - Business Ethics Risk

0.00
Beta Signal

Category 1

EA.ER.21 - Intellectual Property Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.23 - Lobbying and Public Policy Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.30 - Sanctions Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

Appendix

Exposure Details

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.G.4 - Regional Corruption

- 0.20
Beta Signal

The location of the company's operations indicates significantly lower exposure to this issue.

Country | Percentage of revenues | Corruption level
United Kingdom: 92% (Low to Med. Corruption)
Other: 3%
Source: World Bank Worldwide Governance Indicators, February 2025,
<https://databank.worldbank.org/>
Morningstar, February 2025. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

G.1.1 - Bribery & Corruption Policy

50	15.00%	7.5
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Definition and prohibition of facilitation payments
- Definition of bribery or corruption
- Definition of conflicts of interest and commitment to minimize these
- Guidelines of what is considered acceptable behaviour
- Prohibition of bribery
- There is no evidence of a formal policy but the company has a general statement addressing the issue

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024
 On Wednesday, 10 December 2025, Sustainalytics sent MITIE Group Plc the Sustainalytics ESG Feedback Report

G.1.1.1 - Bribery & Corruption Programmes

25	22.50%	5.6
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Annual signoff of the policy on bribery and corruption by employees
- Internal monitoring system to detect corruption
- Managerial responsibility for bribery and corruption
- Mechanisms for employees to consult on ethical issues
- Operating guidelines addressing record keeping, approval procedures and appropriate behaviour
- Regular bribery and corruption risk assessments
- Regular training on bribery and corruption

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

G.1.2 - Whistleblower Programmes

50	22.50%	11.3
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- An independent, reporting hotline available 24/7
- Available in local languages
- Available to suppliers, customers and other third parties
- Disclosure on the number of reports received, the types of misconduct and measures taken
- Non-retaliation policy
- Possibility for anonymous reporting and reports are treated confidentially
- Proactively communicated to employees
- Structures in place to process whistleblower reports

Citations

MITIE Group Plc ESG Report 2025 (FY2025)
 Navex Hotline, www.secure.ethicspoint.com; accessed 14 November 2025

G.1.2.1 - Business Ethics Programme

25	20.00%	5.0
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Annual training of employees on the Code of Conduct
- Board responsibility for business ethics issues
- Commitment to address major business ethics risks
- Ethical risk assessments
- Incident investigation and corrective actions
- Managerial responsibility for business ethics
- Measures to deter non-compliance and reduce exposure to unethical opportunities
- Operating guidelines

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

Appendix



Management Details

G.3.1 - Political Involvement Policy

75	10.00%	7.5
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Approved by senior management
- Commits the company to disclose political donations and/or lobbying expenditures
- Partially prohibits political involvement
- Prohibits political involvement of any kind on the company's behalf

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

G.3.2.1 - Transparency on Lobbying and Political Expenses

50	10.00%	5.0
Raw Score	Weight	Weighted Score

The company has adequate disclosure

Criteria

- The company discloses a detailed breakdown of lobbying and political expenses per recipients/ beneficiaries and per country
- The company discloses expenditures and/or beneficiaries supported via its lobbying or political finance activities, but with only limited scope
- The company discloses that it does not engage in any lobbying and political finance activities
- The company discloses the causes or themes that it supports through lobbying and political finance activities
- The company discloses the overall monetary value of lobbying and political expenses
- The company partially discloses expenditures and/or beneficiaries supported via its lobbying or political finance activities

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

Appendix



Management Details

Business Ethics Risk Events



Category 1 Risk Event - Low

Appendix

Exposure Details

Human Capital

EA.ER.22 - Labour Relations Risk

0.00
Beta Signal

Category 1

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

Appendix



Exposure Details

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.1.1 - Freedom of Association Policy

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a strong policy on freedom of association

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

S.1.1.1 - Working Hours Policy

25	7.50%	1.9
Raw Score	Weight	Weighted Score

The company has a weak policy

Criteria

- The company has a general statement on working hours
- The policy includes a commitment on the maximum length of the normal workday
- The policy includes a commitment on the maximum length of the normal work week
- The policy is aligned with relevant international standards on maximum normal working hours

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

S.1.2 - Discrimination Policy

100	7.50%	7.5
Raw Score	Weight	Weighted Score

The company has a strong policy

Criteria

- Commitment to ensure equal opportunity
- List of the types of discrimination the company is committed to eliminate
- Reference to the ILO conventions

Citations

MITIE Group Plc Equality diversity and inclusion policy, released March 2024

MITIE Group Plc Ethical Business Practice Policy, released April 2024

MITIE Group Plc People policy, released March 2023

S.1.3 - Diversity Programmes

75	12.50%	9.4
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Diversity monitoring or audits
- Employee affinity groups, diversity councils, or networking groups
- Initiatives supporting a diverse workforce
- Initiatives to recruit from diverse talent
- Managerial or board level responsibility for diversity initiatives
- Mentorship programmes
- The company has a programme that applies to less than 50% of operations
- Training and guidance regarding diversity

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

MITIE Group Plc ESG Report 2025 (FY2025)

S.1.3.1 - Gender Pay Equality Programme

0	7.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- Commitment to gender pay equality
- Global gender pay gap audit or compensation review
- Initiatives to close the gender pay gap
- Monitoring and measurement
- Quantitative targets and deadlines

S.1.3.2 - Gender Pay Disclosure

50	5.00%	2.5
Raw Score	Weight	Weighted Score

The company has adequate disclosure

Criteria

- Disclosure of ratio of basic salary and remuneration of women to men for specific employment categories (level or function)
- Disclosure of the company's global mean (average) raw gender pay gap
- Disclosure of the company's global median raw gender pay gap

Citations

MITIE Group Plc Gender and Ethnicity Pay Gap Report 2024; released April 2025

Appendix



Management Details

S.1.4 - Collective Bargaining Agreements

0	5.00%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company's employees are not covered by collective bargaining agreements

S.1.5 - Employee Turnover Rate

0	12.50%	0.0
Raw Score	Weight	Weighted Score

The company's employee turnover rate is high

Further Quantitative Criteria Details

FY: 2023 Source: Reported

Metric	Metric Value
Employee Turnover Rate	19.0 %

S.1.5.2 - Human Capital Development

100	25.00%	25.0
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Formal mechanisms to promote an open feedback culture
- Initiatives for talent development
- Initiatives for talent recruitment
- Initiatives for talent retention
- Quantitative targets related to human capital development
- Regular formal performance reviews for all permanent employees aligned with career development
- Reporting on human capital development metrics
- Reporting on human capital risk assessment

Citations

- MITIE Group Plc Annual Report 2025 (FY2025)
- MITIE Group Plc ESG Report 2025 (FY2025)

S.1.6.1 - Employee Training

0	12.50%	0.0
Raw Score	Weight	Weighted Score

The company's average annual number of training days per employee is low

Further Quantitative Criteria Details

FY: 2023 Source: Reported

Metric	Metric Value
Employee Training Number of Days per Year	0.0 Days

Appendix



Management Details

Labour Relations Risk Events



Category 1 Risk Event - Low

Appendix

Exposure Details



Product Governance

EA.ER.24 - Marketing Practices Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.ER.28 - Quality and Safety Risk

0.00
Beta Signal

Category 2

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.G.1 - Headquarters Location

0.00
Beta Signal

The location of the company's headquarters does not indicate higher or lower exposure to this issue.

United Kingdom: Average exposure
Source: Sustainalytics Country Risk Rating, February 2025.

EA.G.3 - Sales Location

0.05
Beta Signal

The location of the company's sales indicates slightly higher exposure to this issue.

United Kingdom 92% (Slightly higher exposure)
Other: 7%
Source: Sustainalytics Country Risk Rating, February 2025.
Morningstar, February 2025. All Rights Reserved.

Appendix



Exposure Details

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.3.1.9.1 - Product and Service Safety Programme

50	55.00%	27.5
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- Incident investigation and corrective action
- Managerial responsibility for product/service safety
- Monitoring of product/service safety performance
- Policy commitment to ensure product/service safety
- Product/service objectives or targets
- Product/service safety risk assessment
- Public reporting on product/service safety issues
- Regular employee training on product/service safety
- Regular external product/service safety audits
- Regularly tested emergency response procedures to ensure product/service safety

Citations

- MITIE Group Plc Annual Report 2025 (FY2025)
- MITIE Group Plc Quality Policy, released February 2020

S.3.2.1 - QMS Certifications

100	45.00%	45.0
Raw Score	Weight	Weighted Score

90% or more of the company's sites has received external certification

Citations

- MITIE Group Plc ESG Report 2025 (FY2025)

Appendix



Management Details

Quality and Safety Risk Events



Category 2 Risk Event - Moderate

Appendix

Exposure Details



Emissions, Effluents and Waste

EA.ER.14 - Emissions, Effluents and Waste Risk

0.00

Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.00

Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
 Subindustry Median (Trailing 3 Years): 4.49
 Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02

Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
 Subindustry Median (Trailing 3 Years): 0.54
 Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03

Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
 Subindustry Median (Trailing 3 Years): 9.0
 Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02

Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
 Subindustry Median (Trailing 3 Years): 3.53
 Source: Morningstar, June 2025. All Rights Reserved.

EA.G.1 - Headquarters Location

0.00

Beta Signal

The location of the company's headquarters does not indicate higher or lower exposure to this issue.

United Kingdom: Average exposure
 Source: Sustainalytics Country Risk Rating, February 2025.

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Exposure Details

EA.G.2 - Assets Location

- 0.05
Beta Signal

The location of the company's assets indicates slightly lower exposure to this issue.

United Kingdom 97% (Slightly lower exposure)
Other: 2%
Source: Sustainalytics Country Risk Rating, February 2025.
Morningstar, February 2025. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

E.1.1 - Environmental Policy

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Approved by senior management or the board of directors
- Commitment to consult with stakeholders on environmental issues
- Commitment to create environmental awareness
- Commitment to environmental protection
- Commitment to implement an environmental management system
- Commitment to monitor the company's environmental performance
- Commitment to reduce emissions, releases and waste
- Commitment to report regularly on environmental issues
- Commitment to use natural resources or energy more efficiently

Citations

MITIE Group Plc Environmental Policy Statement, released June 2025
 MITIE Group Plc Sustainability and Social Value Policy, released June 2025

E.1.2 - Environmental Management System

100	10.00%	10.0
Raw Score	Weight	Weighted Score

The company has a very strong EMS

Criteria

- Assigned roles and responsibilities
- Compliance with environmental regulation
- Corrective actions to stimulate continual improvement
- Environmental performance records
- Environmental programmes
- External environmental audits
- Identification of products, activities and services that have significant impacts on the environment
- Internal and external communications on environmental management issues
- Internal environmental audits
- Managerial or board level responsibility for environmental issues
- Monitoring and measurement
- Objectives, targets and deadlines
- Training and awareness programmes for employees

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.2.6.1 - Solid Waste Management

25	20.00%	5.0
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Initiatives to ensure proper disposal of hazardous waste
- Initiatives to recycle solid waste
- Initiatives to reduce solid waste
- Initiatives to reuse solid waste
- Objectives or targets related to solid waste management
- Policy commitment to manage waste responsibly or reduce solid waste
- Reporting on solid waste issues
- Solid waste monitoring and measurement

Citations

MITIE Group Plc Annual Report 2025 (FY2025)
 MITIE Group Plc Sustainability and Social Value Policy, released June 2025

E.1.2.6.3 - Effluent Management

0	17.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- Incident investigation and corrective action
- Initiatives to reduce, reuse or recycle effluents
- Monitoring and measurement of effluent and effluent management
- Objectives or targets related to effluent management
- Policy commitment to manage or reduce effluents
- Reporting on effluent issues

Appendix



Management Details

E.1.3 - EMS Certification

100	5.00%	5.0
Raw Score	Weight	Weighted Score

90% or more of the company's activities have received external certification

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.3.1 - Emergency Response Programme

75	10.00%	7.5
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Company-wide guidelines on how to prepare for and respond to emergencies
- Emergency training for employees or communities, including regular testing of the emergency response plans
- Identification of potential risks requiring emergency response
- Managerial responsibility for emergency preparedness, response and investigation
- Mechanisms for stakeholders to report emergencies
- Policy commitment to prepare for and respond to emergencies
- Protocols for communicating with external stakeholders
- Regional, site or unit level emergency response teams in place

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.3.2 - Hazardous Waste Management

0	12.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- Commitment to reduce hazardous waste
- Initiatives to reduce hazardous waste
- Monitoring and measurement
- Targets and deadlines

E.1.3.3 - Non-GHG Air Emissions Programmes

25	20.00%	5.0
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Commitment to reduce non-GHG air emissions
- Deadlines to reduce non-GHG air emissions
- Identification of relevant non-GHG air emissions
- Initiatives to reduce non-GHG air emissions
- Non-GHG air emission monitoring
- Targets to reduce non-GHG air emissions

Citations

MITIE Group Plc Sustainability and Social Value Policy, released June 2025

Appendix

Exposure Details



Corporate Governance

EA.CG.1 - Largest Shareholder Voting Power

- 0.07
Beta Signal

No single shareholder or shareholder grouping controls more than 15% of voting power.

EA.ER.13 - Corporate Governance Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

G.2.3.2 - Executive Compensation Clawback

50	3.00%	1.5
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- The clawback provisions do not require malfeasance or misconduct on the part of the executive in order for the recoupment of incentive payouts
- The company has clawback provisions in place, providing for recoupment of executive incentive payouts

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.3.3 - CEO Pay Magnitude (Industry)

40	2.00%	0.8
Raw Score	Weight	Weighted Score

The company's CEO remuneration is above its industry benchmark

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
CEO Three-Year Average Pay	11210510.0 USD

G.2.3.4 - CEO Pay Magnitude (Region)

40	2.00%	0.8
Raw Score	Weight	Weighted Score

The company's CEO remuneration is above its regional benchmark

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
CEO Three-Year Average Pay	11210510.0 USD

G.2.3.5 - Say on Pay

75	4.00%	3.0
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Shareholders have a binding vote on prospective pay decisions, i.e. the remuneration policy
- Shareholders have a binding vote on retrospective pay decisions, i.e. the remuneration report
- Shareholders have an advisory vote on prospective pay decisions, i.e. the remuneration policy
- Shareholders have an advisory vote on retrospective pay decisions, i.e. the remuneration report
- Shareholders must approve equity executive remuneration plans

Citations

Mitie Vote Results (FY2025), released July 2025

G.2.6.2 - Long-Term Incentive Programme

100	6.00%	6.0
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Actual LTI payouts are disclosed
- Half or more of the target LTI award is based on performance metrics measured over a period of five years or more
- Half or more of the target LTI award is based on performance metrics measured over a period of three years or more
- Half or more of the target LTI award is linked to performance metrics with disclosed targets
- Half or more of the target LTI award is paid out as performance-based equity awards
- The company discloses an LTI programme

G.2.6.3 - Short-Term Incentive Programme

75	5.00%	3.8
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Actual STI payouts are disclosed
- Half or more of the target STI award is linked to performance metrics
- Half or more of the target STI award is linked to performance metrics with disclosed targets
- The company discloses an STI programme
- The target STI award is linked to sustainability-related performance metrics with disclosed targets

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

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Management Details

- The target LTI award is linked to sustainability-related performance metrics with disclosed targets

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.7.2 - Board Gender Representation Target

100	2.00%	2.0
Raw Score	Weight	Weighted Score

The company has a very strong target

Criteria

- The company has a quantitative target for board gender representation
- The company's board gender representation quantitative targets are aligned with international standards
- The company's board gender representation quantitative targets are tied to specific timelines
- The company states it aims to ensure gender representation or considers gender during the recruitment of directors

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.7.3 - Board Gender Diversity

100	3.00%	3.0
Raw Score	Weight	Weighted Score

The company's board has a strong gender balance

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Majority Gender on Board - Percentage	60.0 %

G.2.8.2 - Risk Oversight

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong management system

Criteria

- The company discloses risk mitigation measures for industry-specific risk
- The company has a risk management framework in place
- The company identifies and assesses the main risks faced by the business
- There is a separate board committee in charge of oversight of industry-specific risks
- There is board-level oversight of industry-specific risks

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.8.3 - Board Executive Experience

0	5.00%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company's board lacks relevant executive expertise

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Board Experience (from Executive Positions)	0.0

Appendix



Management Details

G.2.8.4 - Board Non-Executive Experience

50	5.00%	2.5
Raw Score	Weight	Weighted Score

The company's board has weak non-executive expertise

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Board Experience (from Non-Executive Positions)	1.0

G.2.8.5 - Board Effectiveness

75	6.00%	4.5
Raw Score	Weight	Weighted Score

The company has a strong level of board effectiveness

Criteria

- A senior or lead independent director or an independent vice-chair has been appointed in conjunction with the non-independent chair
- No more than one non-executive director serves on an excessive number of outside boards
- None of the non-executive directors serves on an excessive number of outside boards
- The chair and CEO roles are separate
- The chair does not concurrently hold any executive role
- The chair has relevant financial and/or industry experience and is independent
- The chair is independent
- The company has appointed a chairperson of the board

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

Mitie Corporate Website, Board of Directors, www.mitie.com; accessed 19 November 2025

G.2.9.2 - Board Independence

100	7.00%	7.0
Raw Score	Weight	Weighted Score

The company has a strong level of board independence

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Independent Board Members - Percentage	77.8 %

G.2.10.2 - Audit Committee Experience

50	7.00%	3.5
Raw Score	Weight	Weighted Score

There is adequate industry and/or financial expertise among the independent audit committee members

Criteria

- The audit committee includes at least one independent member with financial expertise
- The audit committee includes at least one independent member with industry expertise
- The audit committee includes at least two independent members with financial expertise
- The audit committee includes at least two independent members with industry expertise

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

Mitie Corporate Website, Board of Directors, www.mitie.com; accessed 19 November 2025

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Management Details

G.2.10.3 - Audit Committee Independence

100	7.00%	7.0
Raw Score	Weight	Weighted Score

The company has a strong audit committee independence

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Independent Audit Committee Members - Percentage	100.0 %

G.2.12.2 - Remuneration Committee Independence

100	6.00%	6.0
Raw Score	Weight	Weighted Score

The remuneration committee's independence is strong

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Independent Remuneration Committee Members - Percentage	100.0 %

G.2.14 - Voting Proportionality

100	10.00%	10.0
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- The largest shareholder does not secure control through control-enhancing mechanisms
- There are no caps on voting rights.
- There are no cross-shareholdings with other entities
- There are no golden shares
- There are no other violations of the "one share, one vote" principle
- There are no supervoting shares
- Voting rights are not differentiated by duration of ownership

Citations

MITIE Group Plc Annual Report 2025 (FY2025)
Mitie Articles of Association, released May 2025

G.2.15 - Nominating Committee Independence

100	6.00%	6.0
Raw Score	Weight	Weighted Score

The company has a strong level of nominating committee independence

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Independent Nominating Committee Members - Percentage	100.0 %

G.2.16 - Board Committee Structure

100	6.00%	6.0
Raw Score	Weight	Weighted Score

The company has a strong committee structure

Criteria

- The company has established an Audit Committee
- The company has established a Nominating Committee
- The company has established a Remuneration Committee
- There are no representatives of the controlling shareholder on the Audit Committee
- There are no representatives of the controlling shareholder on the Nominating Committee
- There are no representatives of the controlling shareholder on the Remuneration Committee

Citations

G.2.17 - Shareholder Dissent

100	3.00%	3.0
Raw Score	Weight	Weighted Score

The company did not register instances of elevated shareholder dissent

Further Quantitative Criteria Details

FY: 2025 Source: Reported

Metric	Metric Value
Shareholder Dissent - Percentage	29.6 %

Appendix



Management Details

MITIE Group Plc Annual Report 2025 (FY2025)

Mitie Corporate Website, Board of Directors, www.mitie.com; accessed 19 November 2025

Appendix

Exposure Details



Occupational Health and Safety

EA.ER.20 - Occupational Health and Safety Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.G.1 - Headquarters Location

0.00
Beta Signal

The location of the company's headquarters does not indicate higher or lower exposure to this issue.

United Kingdom: Average exposure
Source: Sustainalytics Country Risk Rating, February 2025.

Appendix

 **Exposure Details**

EA.G.2 - Assets Location

- 0.05
Beta Signal

The location of the company's assets indicates slightly lower exposure to this issue.

United Kingdom 97% (Slightly lower exposure)
Other: 2%
Source: Sustainalytics Country Risk Rating, February 2025.
Morningstar, February 2025. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.1.6.2.1 - Health and Safety Management System

100	32.50%	32.5
Raw Score	Weight	Weighted Score

The company has a very strong management system

Criteria

- Emergency preparedness procedures
- Formal health and safety policy commitment
- Internal or external health and safety audits conducted at least every three years
- Managerial responsibility for health and safety issues
- Operating guidelines or procedures that are relevant for the industry
- Performance monitoring and measurement
- Procedures for hazard identification and risk assessment
- Regular health and safety training programmes for employees
- Reporting on health and safety programmes and performance
- Targets to reduce health and safety incidents

Citations

MITIE Group Plc Annual Report 2025 (FY2025)
 MITIE Group Plc ESG Report 2025 (FY2025)

S.1.6.4 - Health and Safety Certifications

100	20.00%	20.0
Raw Score	Weight	Weighted Score

The company's percentage of operational locations that have received health and safety certifications is very high

Further Quantitative Criteria Details

FY: 2023 Source: -

Metric	Metric Value
Health and Safety Certifications	- %

S.1.6.5 - Lost-Time Incident Rate Trend

20	37.50%	7.5
Raw Score	Weight	Weighted Score

Disclosure on the company's lost-time incident rate is insufficient to determine its performance

Further Quantitative Criteria Details

FY: 2023 Source: -

Metric	Metric Value
Lost-Time Incident Rate – Three-Year Trend	- %

S.1.6.6 - Employee Fatality Rate

20	10.00%	2.0
Raw Score	Weight	Weighted Score

Disclosure on employee fatalities is insufficient to determine the company's performance

Further Quantitative Criteria Details

FY: 2023 Source: -

Metric	Metric Value
Employee Fatality Rate – Three-Year Average	- Rate of fatalities per 100,000 workers

Appendix

Exposure Details

Stakeholder Governance

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

EA.S.4 - Ownership

0.00
Beta Signal

The company is publicly traded.

Appendix



Management Details

E.1.1 - Environmental Policy

100	8.50%	8.5
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Approved by senior management or the board of directors
- Commitment to consult with stakeholders on environmental issues
- Commitment to create environmental awareness
- Commitment to environmental protection
- Commitment to implement an environmental management system
- Commitment to monitor the company's environmental performance
- Commitment to reduce emissions, releases and waste
- Commitment to report regularly on environmental issues
- Commitment to use natural resources or energy more efficiently

Citations

MITIE Group Plc Environmental Policy Statement, released June 2025
 MITIE Group Plc Sustainability and Social Value Policy, released June 2025

E.1.7.0 - GHG Reduction Programme

75	9.50%	7.1
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Adoption of key mitigation technologies
- Demonstration of how initiatives put in place close the emissions gap between current performance and the targeted emissions reduction
- Emissions reduction coverage
- GHG emissions monitoring and measurement
- GHG reduction target
- Initiatives are linked to wider TCFD reporting
- Initiatives in place to reduce emissions
- Interim targets
- Net Zero and Science Alignment
- Regular GHG audits or verification

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.2.1 - Supplier Environmental Policy

25	3.50%	0.9
Raw Score	Weight	Weighted Score

The company has a weak policy

Criteria

- The company has a general statement on green procurement
- The company's policy includes a commitment to consider suppliers' environmental performance in its procurement decision-making process
- The company's policy includes a commitment to engage with suppliers to improve their environmental performance
- The company's policy includes a commitment to monitor suppliers' environmental performance

Citations

MITIE Group Plc Procurement Policy, released October 2023

S.1.2 - Discrimination Policy

100	9.50%	9.5
Raw Score	Weight	Weighted Score

The company has a strong policy

Criteria

- Commitment to ensure equal opportunity
- List of the types of discrimination the company is committed to eliminate
- Reference to the ILO conventions

Citations

MITIE Group Plc Equality diversity and inclusion policy, released March 2024
 MITIE Group Plc Ethical Business Practice Policy, released April 2024
 MITIE Group Plc People policy, released March 2023

Appendix



Management Details

S.2.1 - Scope of Social Supplier Standards

50	4.50%	2.3
Raw Score	Weight	Weighted Score

The company has adequate social supply chain standards

Criteria

- Addresses acceptable living conditions
- Addresses child labour
- Addresses corporal punishment/disciplinary practices
- Addresses forced labour
- Addresses freedom of association and the right to collective bargaining
- Addresses health and safety
- Addresses maximum working hours
- Addresses minimum living wages
- Addresses non-discrimination

Citations

MITIE Group Plc Social Value for Suppliers, released January 2022

G.1.1 - Bribery & Corruption Policy

50	10.50%	5.3
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Definition and prohibition of facilitation payments
- Definition of bribery or corruption
- Definition of conflicts of interest and commitment to minimize these
- Guidelines of what is considered acceptable behaviour
- Prohibition of bribery
- There is no evidence of a formal policy but the company has a general statement addressing the issue

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

On Wednesday, 10 December 2025, Sustainalytics sent MITIE Group Plc the Sustainalytics ESG Feedback Report

G.1.2 - Whistleblower Programmes

50	10.50%	5.3
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- An independent, reporting hotline available 24/7
- Available in local languages
- Available to suppliers, customers and other third parties
- Disclosure on the number of reports received, the types of misconduct and measures taken
- Non-retaliation policy
- Possibility for anonymous reporting and reports are treated confidentially
- Proactively communicated to employees
- Structures in place to process whistleblower reports

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

Navex Hotline, www.secure.ethicspoint.com; accessed 14 November 2025

G.1.3 - Global Compact Signatory

0	6.50%	0.0
Raw Score	Weight	Weighted Score

The company is not a signatory to the UN Global Compact

Citations

United Nations Global Compact, www.unglobalcompact.org; accessed 14 November 2025

Appendix



Management Details

G.1.4 - Tax Disclosure

0	8.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not disclose on taxes

Criteria

- The company reports on taxes paid by region, continent or using a mixed approach
- The company reports on taxes paid on a country-by-country basis for all of the countries in which it operates

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.1 - ESG Reporting Standards

75	6.00%	4.5
Raw Score	Weight	Weighted Score

The company's ESG reporting is strong

Criteria

- The company discloses ESG information on its website or in other publicly available materials, but not as an integrated or standalone report
- The company reports on ESG information, as part of an integrated or standalone report on an annual basis
- The company reports on ESG information as part of an integrated report or a standalone ESG or sustainability report
- The company's ESG reporting follows standards other than best practice standards
- The company's ESG reporting is fully aligned with best practice standards
- The company's ESG reporting is limited in scope or its scope cannot be determined
- The company's ESG reporting is partially aligned with best practice standards

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.2 - Verification of ESG Reporting

75	5.00%	3.8
Raw Score	Weight	Weighted Score

The company's verification of its ESG reporting is strong

Criteria

- At least some parts of the company's ESG report have been externally verified
- Data on one ESG topic reported by the company has been externally verified
- The company has received limited assurance for its ESG reporting
- The company has received reasonable assurance for its ESG reporting
- The company's entire ESG report has been externally verified

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.2.5 - ESG Governance

100	10.50%	10.5
Raw Score	Weight	Weighted Score

A board member or a board committee is responsible for overseeing ESG issues

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

G.3.1 - Political Involvement Policy

75	3.50%	2.6
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Approved by senior management
- Commits the company to disclose political donations and/or lobbying expenditures
- Partially prohibits political involvement
- Prohibits political involvement of any kind on the company's behalf

G.3.2.1 - Transparency on Lobbying and Political Expenses

50	3.50%	1.8
Raw Score	Weight	Weighted Score

The company has adequate disclosure

Criteria

- The company discloses a detailed breakdown of lobbying and political expenses per recipients/ beneficiaries and per country
- The company discloses expenditures and/or beneficiaries supported via its lobbying or political finance activities, but with only limited scope
- The company discloses that it does not engage in any lobbying and political finance activities

Appendix



Management Details

Citations

MITIE Group Plc Ethical Business Practice Policy, released April 2024

- The company discloses the causes or themes that it supports through lobbying and political finance activities
- The company discloses the overall monetary value of lobbying and political expenses
- The company partially discloses expenditures and/or beneficiaries supported via its lobbying or political finance activities

Citations

MITIE Group Plc Annual Report 2025 (FY2025)

Appendix

Exposure Details



Carbon - Own Operations

EA.ER.15 - Energy Use and GHG Emissions Risk

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.00
Beta Signal

The company has an average net income margin.

Average Net Income Margin (Trailing 3 Years): 2.38
Subindustry Median (Trailing 3 Years): 4.49
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.2 - Solvency

0.02
Beta Signal

The company has a weak debt-equity ratio.

Average Debt to Equity Ratio (Trailing 3 Years): 0.85
Subindustry Median (Trailing 3 Years): 0.54
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.03
Beta Signal

The company has a very weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 3.06
Subindustry Median (Trailing 3 Years): 9.0
Source: Morningstar, June 2025. All Rights Reserved.

EA.F.4 - Asset Performance

- 0.02
Beta Signal

The company has a strong return on assets.

Average Return on Assets (Trailing 3 Years): 5.87
Subindustry Median (Trailing 3 Years): 3.53
Source: Morningstar, June 2025. All Rights Reserved.

EA.P.1 - Carbon Emissions

- 0.10
Beta Signal

The company's carbon emissions intensity is well below its subindustry or industry benchmark

Appendix



Exposure Details

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

E.1.1 - Environmental Policy

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Approved by senior management or the board of directors
- Commitment to consult with stakeholders on environmental issues
- Commitment to create environmental awareness
- Commitment to environmental protection
- Commitment to implement an environmental management system
- Commitment to monitor the company's environmental performance
- Commitment to reduce emissions, releases and waste
- Commitment to report regularly on environmental issues
- Commitment to use natural resources or energy more efficiently

Citations

MITIE Group Plc Environmental Policy Statement, released June 2025
 MITIE Group Plc Sustainability and Social Value Policy, released June 2025

E.1.2 - Environmental Management System

100	10.00%	10.0
Raw Score	Weight	Weighted Score

The company has a very strong EMS

Criteria

- Assigned roles and responsibilities
- Compliance with environmental regulation
- Corrective actions to stimulate continual improvement
- Environmental performance records
- Environmental programmes
- External environmental audits
- Identification of products, activities and services that have significant impacts on the environment
- Internal and external communications on environmental management issues
- Internal environmental audits
- Managerial or board level responsibility for environmental issues
- Monitoring and measurement
- Objectives, targets and deadlines
- Training and awareness programmes for employees

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.3 - EMS Certification

100	2.50%	2.5
Raw Score	Weight	Weighted Score

90% or more of the company's activities have received external certification

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.6 - Scope of GHG Reporting

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company discloses emissions data in full

Criteria

- Based on available evidence, the company does not disclose any GHG emissions
- The company discloses scope 1 emissions
- The company discloses scope 2 emissions
- The company discloses scope 3 emissions as a total
- The company discloses scope 3 emissions with category split
- The company only discloses total emissions, without disclosing by emission scope

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

Appendix



Management Details

E.1.6.1 - GHG Risk Management

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong risk management programme

Criteria

- Board level responsibility for climate-related transition risk
- Climate-related responsibilities to management level positions or committees
- Description of the impact of climate change related transition risks including downside risks and opportunities on business strategy and financial planning
- Description of the resilience of the strategy, taking into account different climate scenarios -qualitatively relating to previously disclosed transition risks and opportunities
- Description of the resilience of the strategy, taking into account different climate scenarios -utilising quantitative scenario analysis -relating to previously disclosed transition risks and opportunities
- Management embeds and integrates transition risk into wider business processes and procedures
- Organisational responsibility for climate-related transition risk
- Prioritisation of adaptation and mitigation plans and measures associated with transition risks, with integration into business and financial planning including Capex spent and/or R
- Recognition and description of climate change related transition risks including downside risks and opportunities identified by the organisation over the short, medium and long term
- There is no reporting available yet, but the company does have a commitment to report on any of the above over the next three years

Citations

MITIE Group Plc Annual Report 2025 (FY2025)
 MITIE Group Plc ESG Report 2025 (FY2025)

E.1.7.0 - GHG Reduction Programme

75	20.00%	15.0
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Adoption of key mitigation technologies
- Demonstration of how initiatives put in place close the emissions gap between current performance and the targeted emissions reduction
- Emissions reduction coverage
- GHG emissions monitoring and measurement
- GHG reduction target
- Initiatives are linked to wider TCFD reporting
- Initiatives in place to reduce emissions
- Interim targets
- Net Zero and Science Alignment
- Regular GHG audits or verification

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.7.1 - Green Logistics Programmes

100	7.50%	7.5
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- The company has a commitment to improve the environmental performance of its own logistic operations
- The company has a programme related to the environmental performance of its own logistics operations, but it is limited in scope
- The company has initiatives to improve the environmental performance of its own logistics operations
- The company has set targets and deadlines related to the environmental performance of its own logistics operations

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.8 - Renewable Energy Programmes

75	5.00%	3.8
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- The company has a formal programme which covers less than 50% of operations
- The company has a formal programme which covers more than 50% of operations
- The company has a target with a deadline to increase renewable energy use
- There are a clear set of initiatives in place to aid in the use of renewable energy
- The use of renewable energy is solely via the use of corporate or other direct wire PPAs, green tariff energy, and renewable integrated grid
- The use of renewable energy is solely via the use of decentralized or embedded site renewables, or offsite company-funded renewable energy projects
- The use of renewable energy is solely via the use of Virtual Power Purchase Agreements (VPPAs) and other market instruments of this type (for example RECs/ROCs), or other mechanisms which facilitate wider use of renewable energy, but are not direct wire nor offsetting mechanisms
- The use of renewable energy is via a combination of the above

Citations

Appendix



Management Details

MITIE Group Plc ESG Report 2025 (FY2025)

E.1.9 - Carbon Intensity

100	15.00%	15.0
Raw Score	Weight	Weighted Score

The company's carbon emissions intensity is well below its subindustry or industry benchmark

Further Quantitative Criteria Details

FY: 2024 Source: Reported

Metric	Metric Value
GHG Emissions_Scope 1 & 2 - Intensity	3.5 tCO2e/US\$m

E.1.10 - Carbon Intensity Trend

100	15.00%	15.0
Raw Score	Weight	Weighted Score

The company's carbon emissions intensity trend is well below its subindustry or industry benchmark

Further Quantitative Criteria Details

FY: 2024 Source: -

Metric	Metric Value
%Trend * Trend Average	-26.8 %

E.1.11 - Renewable Energy Use

100	10.00%	10.0
Raw Score	Weight	Weighted Score

More than 50% of the company's primary energy use comes from renewable energy sources

Citations

MITIE Group Plc ESG Report 2025 (FY2025)

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GLOSSARY OF TERMS

Attribute Date

Publication Date when there is any change to the ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

Beta (Beta, β)

A factor that assesses the degree to which a company's exposure deviates from its **subindustry's** exposure on a **material ESG issue**. It is used to derive a company-specific issue exposure score for a material ESG issue. It ranges from 0 to 10, with 0 indicating no exposure, 1 indicating the subindustry average, and 10 indicating exposure that is ten times the subindustry average.

Change in Value

Delta between current and previous ESG Risk Scores.

Change Trigger






Explains what triggered a company's score to change (e.g., methodology, event, annual update, partial update).

Corporate Governance Pillar

A pillar provides a signal about a company's management of a specific Corporate Governance issue.

ESG Risk Category

Companies' **ESG Risk Rating scores** are assigned to five ESG risk categories in the **ESG Risk Rating**:

	Negligible risk: enterprise value is considered to have a negligible risk of material financial impacts driven by ESG factors
	Low risk: enterprise value is considered to have a low risk of material financial impacts driven by ESG factors
	Medium risk: enterprise value is considered to have a medium risk of material financial impacts driven by ESG factors
	High risk: enterprise value is considered to have a high risk of material financial impacts driven by ESG factors
	Severe risk: enterprise value is considered to have a severe risk of material financial impacts driven by ESG factors

Note that because ESG risks materialize at an unknown time in the future and depend on a variety of unpredictable conditions, no predictions on financial or share price impacts, or on the time horizon of such impacts, are intended or implied by these risk categories.

ESG Risk Rating Score (Unmanaged Risk Score)

The company's final score in the **ESG Risk Rating**; it applies the concept of **risk decomposition** to derive the level of **unmanaged risk** for a company.

Event Update

An internal process where an update of an event assessment for a company is performed; the event update is typically done when news about the involvement of a company in a controversy is reaching a certain threshold that requires either an initial event assessment or an update of an existing event assessment.

Excess Exposure

The difference between the company's **exposure** and its **subindustry** exposure.

Exposure

A company or **subindustry's** sensitivity or vulnerability to ESG risks.

Full Update

An internal process where a full assessment of a company is performed; the full update is typically done on an annual basis for ESG Risk Ratings.

Idiosyncratic Issue

An Idiosyncratic Issue is an issue that was not initially deemed material at the **subindustry** level but becomes a **material ESG issue** for a company based on the occurrence of a Category 3, 4, or 5 Risk Event. Idiosyncratic Issues are represented only by the respective Risk Event indicator.

Manageable Risk

Material ESG risk that can be influenced and managed through suitable policies, programmes and initiatives.

Managed Risk

Material ESG Risk that has been managed by a company through suitable policies, programmes and initiatives.

Management

A company's handling of ESG risks.

Management Gap

Refers to the difference between what a company has managed and what a company could possibly manage. It indicates how far the company's performance is from best practice.

Management Indicator

An indicator that provides a signal about a company's management of an ESG issue through policies, programmes or quantitative performance.

Material ESG Issue

A core building block of the **ESG Risk Rating**. An ESG issue is considered to be material within the rating if it is likely to have a significant effect on the enterprise value of a typical company within a given **subindustry**.

Methodology Update

An internal process where the methodological architecture of a product is changed leading to changes in the rating/assessment of a company; methodological updates typically occur once within 3-5 years and are rolled out for all companies at once.

Partial Update

An internal process where data points that feed a rating/assessment of a company are updated outside of the full update process and limited in scope; the partial update is typically restricted to a limited number of data points and occurring periodically.

Risk Event Category

Sustainalytics categorizes Risk Events into five categories: Category 1 (Low), Category 2 (Moderate), Category 3 (Significant), Category 4 (High) and Category 5 (Severe). Risks posed by Category 1 and 2 Risk Events are deemed immaterial to the company.

Risk Event Indicator

An indicator that provides a signal about the financially material risks that the company is facing due to the involvement in one or more incidents.

Risk Event Update

An internal process where an update of a Risk Event assessment for a company is performed; the Risk Event update typically occurs when the level of financial risks related to a company's involvement in an incident reaches a threshold that requires either an initial Risk Event assessment or a revision of an existing one.

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GLOSSARY OF TERMS

Subindustry

Subindustries are defined as part of Sustainalytics' own classification system.

Unmanageable Risk

Material ESG Risk inherent from the intrinsic nature of the products or services of a company and/or the nature of a company's business, which cannot be managed by the company if the company continues to offer the same type of products or services and remains in the same line of business.

Unmanaged Risk

Material ESG risk that has not been managed by a company, and includes two types of risk: **unmanageable risk**, as well as risks that could be managed by a company through suitable initiatives, but which may not yet be managed (**management gap**).

Value after Change

Current ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

Value before Change

Previous ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

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