

MITIE GROUP PLC – COURT MEETING

Proxies may be lodged electronically via the www.mitie-shares.com website, where full details of the procedure are given.

Bar Code:

Event Code:

Investor Code:

To be held at 11.30 a.m. (London time) on 16 September 2026 at Level 12, The Shard, 32 London Bridge Street, London, SE1 9SG.

FORM OF PROXY – MITIE GROUP PLC – COURT MEETING

Before completing this Form of Proxy, please read carefully the Notice of Court Meeting set out in Part 10 of the scheme document of Mitie Group plc (the “**Company**”) dated 13 August 2026 (the “**Scheme Document**”) which has been sent to shareholders and the Notes set out overleaf. By an order dated 12 August 2026 made in the matter of the Company and in the matter of the Companies Act 2006 (as amended), the Court has given permission for a meeting of the Scheme Shareholders (as defined in the Scheme Document) to be convened for the purpose of considering and, if thought fit, approving (with or without modification) a scheme of arrangement proposed to be made pursuant to Part 26 of the Companies Act 2006 (the “**Scheme**”) between the Company and the Scheme Shareholders and that such court meeting shall be held at 11.30 a.m. (London time) on 16 September 2026 at Level 12, The Shard, 32 London Bridge Street, London, SE1 9SG (the “**Court Meeting**”).

You are strongly encouraged to complete and return this Form of Proxy as soon as possible even if you plan to attend the Court Meeting in person. Doing so will not prevent you from attending, voting or speaking in person at such meeting, but will ensure that your vote is counted if you are unable to attend.

Bar Code:

Event Code:

Investor Code:

I/We, being (a) registered shareholder(s) of the Company, hereby appoint the Chair of the meeting (see Note 2 overleaf) OR the person specified in the box titled: “Name of Proxy”

Name of Proxy (leave blank to appoint the Chair of the meeting)

Number of shares proxy appointed over (see Note 5 overleaf)

as my/our proxy to exercise all or any of my/our rights to attend, speak, ask questions and/or raise any objections and vote on my/our behalf at the Court Meeting and at any adjourned meeting for the purposes of considering, and if thought fit, approving (with or without modification) the Scheme and at such meeting, or any adjournment thereof, to vote for me/us and in my/our name(s) for the Scheme (either with or without modification, as my/our proxy may approve) or against the Scheme as indicated below.

Please mark ‘X’ in the box opposite if this appointment is one of multiple appointments being made:

IMPORTANT: Please use a black pen. If you wish to vote for the Scheme, sign your name in the box marked “FOR the Scheme”. If you wish to vote against the Scheme, sign your name in the box marked “AGAINST the Scheme”. Only insert your signature once. If you sign both boxes, or if you do not sign in either box, then this Form of Proxy will be invalid. Joint Scheme Shareholders should refer to Note 17 overleaf.

If you are signing on behalf of a company, please enter the company name below in block capitals and state your official capacity.

FOR the Scheme Signature

Date

AGAINST the Scheme Signature

Company Name (if applicable)

Official Capacity

In case of a corporation, this Form of Proxy must be given under its common seal or be signed on its behalf by an attorney or officer duly authorised, stating their capacity (e.g. director, secretary etc.).

Please detach this portion of the Form of Proxy before posting. Please note this Form of Proxy must be signed and dated before being posted. **Please complete, sign and return this Form of Proxy whether or not you plan to attend the Court Meeting.**

It is requested that this Form of Proxy be signed and returned to be received by no later than 11.30 a.m. (London time) on 14 September 2026.

Notes

- Full details of the resolution to be proposed at the Court Meeting are set out in the Notice of Court Meeting in Part Ten of the Scheme Document. Before completing this Form of Proxy please also read the section entitled 'Actions to be taken' in the Scheme Document. Terms defined in the Scheme Document shall apply in this Form of Proxy unless the context otherwise requires.
- Scheme Shareholders are strongly encouraged to appoint the Chair of the Court Meeting as their proxy.** If you wish to appoint a proxy other than the Chair of the Court Meeting, please insert the name of your desired proxy in the space provided. If you leave this box blank, you will be deemed to have appointed the Chair of the Court Meeting as your proxy.
- Please indicate how you wish to vote with a signature in either the box marked "FOR the Scheme" or the box marked "AGAINST the Scheme". If you sign both boxes, or if you do not sign in either box, then this Form of Proxy will be invalid.
- Scheme Shareholders are strongly encouraged to submit proxy appointments and instructions for the Court Meeting as soon as possible using any of the methods (by post, by hand, online or electronically through CREST or Proxymity) set out below. Any Scheme Shareholder holding shares through a nominee, trustee or custodian should contact the nominee, trustee or custodian as deadlines for such shareholders to appoint proxies may be different from those set out below.**
- Only Scheme Shareholders, or their duly appointed representatives, are entitled to attend, ask questions and/or raise any objections and vote at the Court Meeting. To appoint as a proxy a person other than the Chair of the meeting insert their full name in the space provided. A proxy need not be a Scheme Shareholder. You can also appoint more than one proxy provided each proxy is appointed to exercise the rights attached to a different share or shares held by you. The following options are available:
 - To appoint the Chair of the meeting as your sole proxy in respect of all your Scheme Shares, simply fill in any voting instructions in the appropriate box and sign and date the Form of Proxy.
 - To appoint a person other than the Chair of the meeting as your sole proxy in respect of all of your Scheme Shares, insert the name of your proxy in the space provided, then fill in any voting instructions in the appropriate box and sign and date the Form of Proxy.
 - To appoint more than one proxy, you may photocopy this form or contact the Company's Registrar, MUFG Corporate Markets (the **"Registrar"**) for further BLUE Forms of Proxy via the shareholder helpline detailed at Note 11. Please indicate the proxy holder's name and the number of Scheme Shares in relation to which they are authorised to act as your proxy (which, in aggregate, should not exceed the number of Scheme Shares held by you). Please also indicate if the proxy instruction is one of multiple instructions being given by marking an 'X' in the box provided. If you wish to appoint the Chair of the meeting as one of your multiple proxies, by leaving the box blank you will be deemed to have appointed the Chair of the meeting as your proxy. All forms must be signed and should be returned together. Please ensure that all of the multiple Forms of Proxy in respect of one registered holding of Scheme Shares are sent to the Registrar, MUFG Corporate Markets, at PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL so as to be received as soon as possible and in any event by no later than the times indicated in Note 9 for receipt of Forms of Proxy.
 - If the proxy is being appointed in relation to less than your full voting entitlement, please enter in the box entitled 'Number of shares proxy appointed over' the number of Scheme Shares in relation to which they are authorised to act as your proxy. If this box is left blank, your proxy will be deemed to be authorised in respect of your full voting entitlement (or, if this Form of Proxy has been issued in respect of a designated account for a Scheme Shareholder, the full voting entitlement for that designated account).
- Proxies may be lodged electronically via the www.mitie-shares.com website, where full details of the procedure are given.
- If you are mailing the Form of Proxy from outside the United Kingdom, you will need to attach appropriate postage in order to ensure that your votes are received in time. A stamp is not required if posted in the UK or the Channel Islands.
- Scheme Shares held in uncertificated form (i.e., in CREST) may be voted through the CREST electronic proxy appointment service in accordance with the procedures set out in the CREST Manual and by logging on to the website www.euroclear.com. To appoint one or more proxies or to give an instruction to a proxy (whether previously appointed or otherwise) via the CREST system, CREST messages must be received by the Registrar (ID RA10) by no later than the times indicated in Note 9. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp generated by the CREST application host) from which the issuer's agent is able to retrieve the message. The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001.
- To be valid, the Form of Proxy, and any other power of attorney or other authority under which it is executed (or a notarially certified copy of any such power or authority), must either be (a) sent by post to the Registrar, MUFG Corporate Markets, at PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL; (b) lodged electronically via the www.mitie-shares.com website; (c) (for uncertificated holders only) lodged using the CREST electronic proxy appointment service in accordance with the procedures set out in the CREST Manual; or (d) if you are an institutional investor lodged via the Proxymity platform, in each case, so as to arrive as soon as possible and in any event no later than 11.30 a.m. (London time) on 14 September 2026 or, if the Court Meeting is adjourned, 48 hours (excluding any part of a day which is not a working day) before the time fixed for the adjourned Court Meeting. If the Form of Proxy is not returned by the specified time, it may be handed, before the start of the Court

- Meeting (at the Court Meeting venue): (i) to a representative of the Registrar, on behalf of the Chair; or (ii) to the Chair of the Court Meeting. A proxy appointment made electronically will not be valid if sent to any address other than that provided. Please note that any electronic communication found to contain a computer virus will not be accepted.
- If you are an institutional investor you may also be able to appoint a proxy electronically via the Proxymity platform, a process which has been agreed by the Company and approved by the Registrar. For further information regarding Proxymity, please go to www.proxymity.io. Your proxy must be lodged in any event no later than 11.30 a.m. (London time) on 14 September 2026 or, if the meeting is adjourned, by the time which is 48 hours (excluding any part of a day which is not a working day) before the time of the adjourned meeting. Before you can appoint a proxy via this process you will need to have agreed to Proxymity's associated terms and conditions. It is important that you read these carefully as you will be bound by them and they will govern the electronic appointment of your proxy. An electronic proxy appointment via the Proxymity platform may be revoked completely by sending an authenticated message via the platform instructing the removal of your proxy vote.
 - If you have any questions about the Scheme Document or the Court Meeting or are in any doubt as to how to complete this Form of Proxy or to submit your proxies electronically you can call the Registrar on the shareholder helpline: 0371 664 0321 (if calling from within the UK) or on +44 371 664 0321 (if calling from outside the UK).** Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Lines are open 9.00 a.m. — 5.30 p.m. (London time), Monday to Friday (excluding public holidays in the United Kingdom). The helpline cannot provide advice on the merits of the Acquisition or the Scheme nor give any financial, tax, investment or legal advice and calls may be recorded and monitored for security and training purposes.
 - This Form of Proxy (i) in the case of an individual, must either be signed by the appointor or his or her attorney; and (ii) in the case of a corporation, must be either given under its common seal or be signed on its behalf by an officer, attorney or other person authorised to sign it. Any signature on or authentication of such appointment need not be witnessed. Where an appointment of a proxy is signed on behalf of the appointor by an attorney, the power of attorney or a notarially certified copy thereof must (failing previous registration with the Company) be lodged with the written appointment of proxy, failing which the appointment may be treated as invalid.
 - The Form of Proxy is for use in respect of the Scheme Shareholder account specified above only and should not be amended or submitted in respect of a different account.
 - Completion and return of the Form of Proxy, or the appointment of a proxy electronically or through CREST or Proxymity, will not preclude you from attending and voting in person at the Court Meeting, or any adjournment thereof, should you subsequently decide to do so. If you attend the Court Meeting and vote, any proxy appointed will be terminated and the proxy vote disregarded in respect of those Scheme Shares so voted.
 - Entitlement to attend, speak and vote (including by proxy) at the Court Meeting and the number of votes which may be cast thereat will be determined by reference to those Scheme Shareholders registered in the register of members of the Company (the **"Register"**) at 6.30 p.m. (London time) on 14 September 2026 or, if the Court Meeting is adjourned, 6.30 p.m. on the day which is two working days before the date set for such adjourned Court Meeting. In each case, changes to entries on the Register after that time shall be disregarded in determining the rights of any person to attend, speak or vote at the Court Meeting, or at any adjournment thereof.
 - Unless otherwise instructed, the person appointed as your proxy will exercise his or her discretion as to how he or she votes as to any business other than the resolution to approve the Scheme (including amendments to the resolution and any procedural business, including any resolution to adjourn) which may come before the Court Meeting.
 - In the case of joint Scheme Shareholders, any one Scheme Shareholder may vote (whether in person or by proxy). If more than one Scheme Shareholder is present at the Court Meeting, or purports to appoint a proxy, only the vote of, or appointment made by, the senior Scheme Shareholder will be accepted, seniority being determined by the order in which the names appear in the Register in respect of the joint holding.
 - A Scheme Shareholder which is a corporation may authorise a person or persons to act as its representative(s) at the Court Meeting. In accordance with the provisions of the Companies Act 2006, each such representative may exercise (on behalf of the corporation) the same powers as the corporation could exercise if it were an individual Scheme Shareholder of the Company, provided that it does not do so in relation to the same Scheme Shares.
 - Neither the death nor the incapacity of a Scheme Shareholder who has appointed a proxy, nor the revocation or termination by a Scheme Shareholder of the appointment of a proxy (or of the authority under which the appointment was made), shall invalidate the proxy or the exercise of any of the rights of the proxy thereunder, unless notice of such death, incapacity, revocation or termination shall have been either (i) received by the Company at the address specified for receipt of the Forms of Proxy not less than 48 hours (excluding any part of a day which is not a working day) before the commencement of the Court Meeting (or adjournment thereof) or (ii) if not received by the Company at the address specified for receipt of the Forms of Proxy by the specified time as outlined at (i), it may be handed, before the start of the Court Meeting (at the Court Meeting venue): (A) to a representative of the Registrar, on behalf of the Chair; or (B) to the Chair of the Court Meeting.
 - Overleaf is how your address appears on the Register. If this information is incorrect, please contact the Registrar to request a change of address form on the shareholder helpline detailed at Note 11.
 - Any alterations made in this Form of Proxy should be initialised by the person who signs it.
 - The Court has appointed Christopher Rogers, or failing him, any other Director of the Company, to act as Chair of the Court Meeting and has directed the Chair of the Court Meeting to report the result thereof to the Court.
 - All references to times in this Form of Proxy are to London time, unless otherwise stated.