

13 August 2026

**To Mitie Group plc Employee Representatives – Recommended Cash Offer for Mitie Group plc
("Mitie") by OCS Group International Limited ("OCS")**

On 21 July 2026, the boards of Mitie and OCS announced under Rule 2.7 of the City Code on Takeovers and Mergers (the "**Code**") that they had reached an agreement on the terms of a recommended cash offer for the entire issued and to be issued ordinary share capital of Mitie (the "**Offer**"), to be implemented by means of a Scottish Court-sanctioned scheme of arrangement under Part 26 of the Companies Act 2006.

In accordance with Rule 24.1(b)(i) and Rule 25.1(b) of the Code, we enclose a copy of the scheme (the "**Scheme Document**") published today in connection with the Offer which is available for you to view on Mitie's website at www.mitie.com.

The full text of the Scheme Document and other information, documents and announcements relating to the Offer will remain available during the course of the offer period on Mitie's website at www.mitie.com.

Yours sincerely

Peter Dickinson

Chief Legal Officer

On behalf of Mitie Group plc