

RNS Number : 2093P
MITIE Group PLC
04 August 2026

FORM 8 (OPD)

PUBLIC OPENING POSITION DISCLOSURE BY A PARTY TO AN OFFER Rules 8.1 and 8.2 of the Takeover Code (the "Code")

1. KEY INFORMATION

(a) Full name of discloser:	MITIE GROUP PLC
(b) Owner or controller of interests and short positions disclosed, if different from 1(a): <i>The naming of nominee or vehicle companies is insufficient. For a trust, the trustee(s), settlor and beneficiaries must be named.</i>	N/A
(c) Name of offeror/offeree in relation to whose relevant securities this form relates: <i>Use a separate form for each offeror/offeree</i>	MITIE GROUP PLC
(d) Is the discloser the offeror or the offeree?	OFFEREE
(e) Date position held: <i>The latest practicable date prior to the disclosure</i>	4 August 2026
(f) In addition to the company in 1(c) above, is the discloser making disclosures in respect of any other party to the offer? <i>If it is a cash offer or possible cash offer, state "N/A"</i>	N/A

2. POSITIONS OF THE PARTY TO THE OFFER MAKING THE DISCLOSURE

If there are positions or rights to subscribe to disclose in more than one class of relevant securities of the offeror or offeree named in 1(c), copy table 2(a) or (b) (as appropriate) for each additional class of relevant security.

- (a) Interests and short positions in the relevant securities of the offeror or offeree to which the disclosure relates**

Class of relevant security:	Ordinary shares of 2.5 pence each
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	Interests		Short positions	
	Number	%	Number	%
(1) Relevant securities owned and/or controlled:	Nil	0	Nil	0
(2) Cash-settled derivatives:	Nil	0	Nil	0
(3) Stock-settled derivatives (including options) and agreements to purchase/sell:	Nil	0	Nil	0
TOTAL:	Nil	0	Nil	0

All interests and all short positions should be disclosed.

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

(b) Rights to subscribe for new securities

Class of relevant security in relation to which subscription right exists:	Ordinary shares of 2.5 pence each
Details, including nature of the rights concerned and relevant percentages:	None

3. POSITIONS OF PERSONS ACTING IN CONCERT WITH THE PARTY TO THE OFFER MAKING THE DISCLOSURE

Details of any interests, short positions and rights to subscribe (including directors' and other employee options) of any person acting in concert with the party to the offer making the disclosure:		
3(a) Shares held by directors of Mitie Group plc		
Director	Number of Mitie Group plc shares	Percentage of existing Mitie Group plc ordinary shares (1,301,321,429)
Christopher Rogers	194,000	0.01%
Jennifer Duvalier	95,665	0.01%
Phil Bentley	13,605,747	1.05%
Simon Kirkpatrick and close relative	850,459	0.07%
Penelope James	47,091	0.00%

Chetan Patel and close relative	160,047	0.01%
Mary Reilly	134,640	0.01%
Ommasalma Shah	39,715	0.00%

3(b) Directors' rights to subscribe to Mitie Group plc shares

Enhanced Delivery Plan

Director	Number of Mitie Group plc shares	Grant Date	Vesting Date / Release Date	Exercise Price	Expiry Date
Phil Bentley	8,806,611	27 July 2021	27 July 2026	Nil	27 July 2027
Simon Kirkpatrick	1,391,322	27 July 2021	27 July 2026	Nil	27 July 2027

Deferred Bonus Plan

Director	Number of Mitie Group plc shares	Grant Date	Vesting Date / Release Date	Exercise Price
Phil Bentley	514,357	19 June 2025	5 June 2027	N/A
Phil Bentley	175,434	12 June 2026	9 June 2028	N/A
Simon Kirkpatrick	209,547	19 June 2025	5 June 2027	N/A
Simon Kirkpatrick	70,271	12 June 2026	9 June 2028	N/A

Long Term Incentive Plan

Director	Number of Mitie Group plc shares	Grant Date	Vesting Date / Release Date	Exercise Price	Expiry Date
Phil Bentley	2,683,264	24 September 2021	24 September 2026	Nil	24 September 2027
Phil Bentley	3,266,787	17 June 2022	17 June 2027	Nil	17 June 2028
Phil Bentley	2,169,345	29 June 2023	29 June 2028	Nil	29 June 2029
Phil Bentley	5,162,523	30 July 2024	30 July 2029	Nil	30 July 2030
Simon Kirkpatrick	782,618	24 September 2021	24 September 2026	Nil	24 September 2027
Simon Kirkpatrick	1,029,038	17 June 2022	17 June 2027	Nil	17 June 2028
Simon Kirkpatrick	843,633	29 June 2023	29 June 2028	Nil	29 June 2029
Simon Kirkpatrick	689,292	30 July 2024	30 July 2029	Nil	30 July 2030

Simon Kirkpatrick	628,048	19 June 2025	19 June 2030	Nil	19 June 2031
Simon Kirkpatrick	538,052	22 June 2026	22 June 2031	Nil	22 June 2032

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

4. OTHER INFORMATION

(a) Indemnity and other dealing arrangements

Details of any indemnity or option arrangement, or any agreement or understanding, formal or informal, relating to relevant securities which may be an inducement to deal or refrain from dealing entered into by the party to the offer making the disclosure or any person acting in concert with it:

Irrevocable commitments and letters of intent should not be included. If there are no such agreements, arrangements or understandings, state "none"

None

(b) Agreements, arrangements or understandings relating to options or derivatives

Details of any agreement, arrangement or understanding, formal or informal, between the party to the offer making the disclosure, or any person acting in concert with it, and any other person relating to:
(i) the voting rights of any relevant securities under any option; or
(ii) the voting rights or future acquisition or disposal of any relevant securities to which any derivative is referenced:

If there are no such agreements, arrangements or understandings, state "none"

None

(c) Attachments

Are any Supplemental Forms attached?

Supplemental Form 8 (Open Positions)	NO
Supplemental Form 8 (SBL)	NO

Date of disclosure:	4 August 2026
Contact name:	Peter Dickinson
Telephone number:	+44 7768 215 013

Public disclosures under Rule 8 of the Code must be made to a Regulatory Information Service.

The Panel's Market Surveillance Unit is available for consultation in relation to the Code's disclosure requirements on +44 (0)20 7638 0129.

The Code can be viewed on the Panel's website at www.thetakeoverpanel.org.uk.

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