THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt as to the action you should take, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, accountant or other independent financial adviser who, if you are in the United Kingdom, is authorised under the Financial Services and Markets Act 2000 or, if you are taking advice in a territory outside the United Kingdom, is an appropriately authorised independent financial adviser. This document should be read in conjunction with the accompanying scheme document dated 23 June 2025 (the "Scheme Document"). Unless the context otherwise requires, the definitions used in the Scheme Document also apply to this Form of Election. Please read carefully the terms of the Scheme, as set out in the Scheme Document, which are incorporated in, and form part of, this Form of Election.

The Conditions to the Scheme, as set out in Part III of the Scheme Document, are deemed to be incorporated herein.

If you have sold or otherwise transferred all of your Marlowe Shares, please send the Scheme Document, but not this personalised Form of Election, as soon as possible to the purchaser or transferee, or to the bank, stockbroker or other agent through whom the sale or transfer was effected, for transmission to the purchaser or transferee. If you have sold or otherwise transferred part only of your holding of Marlowe Shares, please retain the Scheme Document and this personalised Form of Election and consult the bank, stockbroker or other agent through whom the sale or transfer was effected.

The distribution of this Form of Election into jurisdictions other than the United Kingdom may be restricted by the laws of those jurisdictions and therefore persons into whose possession this Form of Election comes should inform themselves about, and observe, any such restrictions. Failure to comply with any such restrictions may constitute a violation of the securities laws of any such jurisdiction. This Form of Election should not be distributed in, forwarded to or transmitted into any jurisdiction where the offering of New Mitie Shares or the making of them available for subscription or purchase would constitute a violation of the relevant laws of such jurisdiction.

The ability of Marlowe Shareholders who are not resident in the United Kingdom to participate in the Mix and Match Facility may be affected by the laws of the relevant jurisdictions. If you are in any doubt as to your eligibility to make a Mix and Match Election you should consult your professional adviser in the relevant territory immediately. Overseas holders of Marlowe Shares should read Part VIII and paragraph 19 of Part II of the Scheme Document.

FORM OF ELECTION FOR THE MIX AND MATCH FACILITY

in respect of the

recommended cash and share offer for

MARLOWE PLC

by

MITIE TREASURY MANAGEMENT LIMITED

(a wholly owned subsidiary of Mitie Group PLC)

to be effected by means of a scheme of arrangement of Marlowe plc

under Part 26 of the Companies Act 2006

Do not return this Form of Election if you wish to receive:

290 PENCE IN CASH AND 1.1 NEW MITIE SHARES (the "Standard Consideration")

for each Marlowe Share held at the Scheme Record Time

- Before completing this Form of Election, read carefully Part VI of the Scheme Document entitled "Notes for Making Elections under the Mix and Match Facility".
- To make an election, please:
  - read the instructions set out on pages 2 and 4 of the Form of Election;
  - complete and sign page 3 of this Form of Election; and
  - return this Form of Election to MUFG (copies will not be accepted) by using the enclosed pre-paid envelope (which is provided for use in the UK only) by the deadline below.
- If you hold Marlowe Shares in certificated form and you wish to make a Mix and Match Election, you (and all co-holders, if any of your Marlowe Shares are held jointly) must sign and return this original form to MUFG at the address set out on this page of this Form of Election.
- If you hold Marlowe Shares in uncertificated form (that is, in CREST) and you wish to make a Mix and Match Election, you should not complete this Form, but instead take (or procure to be taken) the actions set out in Part VI "Notes for Making Elections under the Mix and Match Facility" of the Scheme Document using an Electronic Election.
- If you hold Marlowe Shares in both certificated and uncertificated form and/or if you hold Marlowe Shares in two or more designated accounts and you wish to make a Mix and Match Election in respect of such holdings, you must make a separate election in respect of each holding.
- You can obtain further Forms of Election by contacting the Shareholder Helpline as detailed on this page of the Form of Election or MUFG at the address set out on this page of the Form of Election.
- The Election Return Time (being the last time for receipt by MUFG of your Form of Election) is 1.00 p.m. on the date that is 5 Business Days prior to the date of the Court Sanction Hearing, as set out in the expected timetable of principal events on pages 21 to 22 of the Scheme Document.
- Without prejudice to any other provision of this Form of Election or Part VI of the Scheme Document entitled "Notes for Making Elections under the Mix and Match Facility" or otherwise, Marlowe and Mitie reserve the right (subject to the terms of the Scheme and the provisions of the Code) to treat as valid in whole or in part any Mix and Max Election which is not entirely in order.

Helpline

If you have any questions relating to this Form of Election or the completion and return of this Form of Election, please call the shareholder helpline on 0371 664 0321 (from within the UK) or on +44 (0)371 664 0321 (if calling from outside the UK). Lines are open from 9.00 a.m. to 5.30 p.m. (London time) Monday to Friday (except for UK public holidays). Calls to the shareholder helpline from outside the UK will be charged at the applicable international rate. Different charges may apply to calls from mobile telephones and calls may be recorded and randomly monitored for security and training purposes. Please note that the shareholder helpline operators cannot provide advice on the merits of the Scheme or give financial, tax, investment or legal advice. MUFG's address for the return of the Form of Election is MUFG Corporate Markets, Corporate Actions, Central Square, 29 Wellington Street, Leeds, LS1 4DL, United Kingdom.

DO NOT DETACH ANY PART OF THIS FORM OF ELECTION

HOW TO COMPLETE THIS FORM

Please follow these instructions when completing the Form of Election on page 3.

YOUR REGISTERED NAME AND ADDRESS AND HOLDING AS AT 19 JUNE 2025 - This section shows the registered address at the time of mailing.

Are the details incorrect? If you wish to update the register with one of the following, please immediately contact the Company's registrars, MUFG Corporate Markets Limited by post or by phone via the helpline details noted on page 1 of this form.

Box 1A shows the number of Marlowe Shares held by you at close of business on 19 June 2025 for information purposes only. If you have purchased, transferred or sold Marlowe Shares between this date and the Scheme Record Time at 6.00 p.m. on 1 August 2025, then you need to account for these transactions if returning this Form of Election, as any election made should be based on holding as at the Scheme Record Time.

STEP 2: Mix & Match Facility - Election options if you want any variation from the Standard Consideration

Note: Elections made by Marlowe Shareholders under the Mix and Match Facility will be satisfied only to the extent that other Marlowe Shareholders make off-setting elections. To the extent that elections cannot be satisfied in full, they will be scaled down on a pro rata basis. As a result, Marlowe Shareholders who make an election under the Mix and Match Facility will not know the exact number of New Mitie Shares or the amount of cash they will receive until settlement of the consideration due to them, although an announcement will be made as soon as possible after the closing of elections.

Select ONE of the below options ONLY:

2.1 Box 2A: To elect for MORE CASH

To elect for cash instead of the New Mitie Shares to which you are entitled under the Standard Consideration, you should insert in Box 2A the number of your holding in Marlowe Shares in respect of which you wish to make an election to receive more cash rather than New Mitie Shares.

2.2 Box 2B: To elect for MORE SHARES

To elect for more New Mitie Shares and less cash to which you are entitled under the Standard Consideration, you should insert in Box 2B the number of your holding in Marlowe Shares in respect of which you wish to make an election to receive New Mitie Shares only rather than cash.

2.3 If the sum of the numbers in Box 2A and Box 2B is less than your holding in Marlowe at the Scheme Record Time, you will be entitled to receive the Standard Consideration in respect to the shortfall.

2.4 Mix and Match Elections will only be accepted in respect to whole numbers of Marlowe Shares. Any Mix and Match Election which is made in respect of a number of Marlowe Shares which is not a whole number shall be deemed to be made in respect of the nearest whole number of Marlowe Shares when rounded down.

2.5 If you have made a valid Mix and Match Election and have either bought or sold Marlowe Shares you must read the section set out in Part VI of the Scheme Document entitled "NOTES FOR MAKING ELECTIONS UNDER THE MIX AND MATCH FACILITY" which deals with this situation and explains how you will be affected.

STEP 3: Signatures

All Marlowe Shareholders, who are individuals, should sign and date this Form of Election, copies will not be accepted. If this Form of Election is not signed by the registered holder(s), insert the name(s) and capacity (e.g. executor) of the person(s) signing this Form of Election. The person signing this Form of Election should provide evidence of his/her authority. If this Form of Election is signed under a power of attorney, the original power of attorney (or a duly certified copy) should accompany this Form of Election. This Form of Election shall be a binding legal contract when executed by you (or whoever signs on your behalf) and any joint holders.

A company may execute this Form of Election under its common seal, the seal being affixed and may be executed on behalf of a company by two authorised signatories or a director of the company. A company incorporated outside the UK may sign in accordance with the provisions of the Overseas Companies (Execution of Documents and Registration of Charges) Regulations 2009. In all cases, the name of the company must be inserted in the available box.

MIX AND MATCH CONDITIONS - Effect of valid Mix and Match elections exceeding the maximum

To the extent that Mix and Match Elections cannot be satisfied in full they will be scaled down pro rata in proportion to the number of Marlowe Shares in respect of which the relevant Mix and Match Election is made (or as near thereto as Marlowe, Mitie and Bidco in their absolute discretion consider practicable) and Mix and Match Elections not satisfied shall be deemed to be Marlowe Shares in respect of which no Mix and Match Election has been made.

Minor adjustments to the entitlements of Marlowe Shareholders pursuant to Mix and Match Elections made under the Scheme may be made by MUFG under instruction from Marlowe, Mitie and Bidco on a basis that Marlowe, Mitie and Bidco consider to be fair and reasonable to the extent necessary to satisfy all entitlements pursuant to Mix and Match Elections under the Scheme as nearly as may be practicable. Such adjustments shall be final and binding on Scheme Shareholders.

Invalid Mix and Match Elections and Date for completing the Form of Election

If your Mix and Match Election is invalid for any reason or is received after the Election Return Time, you will receive your entitlement under the Standard Consideration as if you had not made a Mix and Match Election (unless Marlowe, Mitie and Bidco, in their absolute discretion, elect to treat as valid, in whole or in part, any such Mix and Match Election).

This Form of Election should be returned so as to be received by MUFG by the Election Return Time of 1.00 p.m. (London time) on the date that is 5 Business Days prior to the date of the Court Sanction Hearing. The Form of Election should be returned in the pre-paid envelope supplied and returned to MUFG Corporate Markets, Corporate Actions, Central Square, 29 Wellington Street, Leeds, LS1 4DL, United Kingdom.

MARLOWE PLC
FORM OF ELECTION

Read carefully the section headed "Actions to be taken" in paragraph 21 of Part II of the Scheme Document and the section headed "Notes for making elections under the Mix and Match Facility" of Part VI of the Scheme Document.

No. of existing Marlowe Shares as at close of business on 19 June 2025
(**FOR INFORMATION PURPOSES ONLY**)

1A:

Investor Code:

STEP 1: Standard Consideration – No action required

GET IT RIGHT

Do not complete or return this form if you wish to receive the Standard Consideration.

Do not return this Form of Election if you wish to receive the Standard Consideration of:

290 PENCE IN CASH AND 1.1 NEW MITIE SHARES

for each Marlowe Share held at the Scheme Record Time

STEP 2: Mix and Match Facility - Election Options if you want any variation from the Standard Consideration

To the extent that elections for more New Mitie Shares or more cash under the Mix and Match Facility cannot be satisfied in full, they will be scaled down pro rata and Mix and Match Elections not satisfied will be deemed to be Marlowe Shares of which no Mix and Match Election has been made and in respect of which you will receive the Standard Consideration.

GET IT RIGHT

Only complete Step 2 if you wish to elect under the Mix and Match Facility.

Write in the amount of Marlowe Shares you wish to elect on. Total amount elected **must not** exceed your holding as at the Scheme Record Time.

Standard Consideration:	More CASH:	More SHARES:
Receive 290 pence in cash and 1.1 New Mitie Shares.	Exchange your 1.1 New Mitie Shares consideration for 154.00 pence in cash per Marlowe Share.	Exchange your 290 pence for 2.0714286 New Mitie Shares.
If you wish to receive the Standard Consideration do not return this form.	Insert a whole number of Marlowe Shares you wish to elect on for this option:	Insert a whole number of Marlowe Shares you wish to elect on for this option:
	Box 2A	Box 2B

STEP 3. Sign below

GET IT RIGHT

Don't forget to sign and date this form if making any Mix and Match election.

Include company seal if applicable.

Signature 1	Signature 3
Signature 2	Signature 4
Company Name (if applicable)	
Contact Telephone Number	Date

Affix company seal here

This Form of Election must be received by MUFG by 1.00 p.m. on the date that is 5 Business Days prior to the date of the Court Sanction Hearing.

If you have any questions relating to this Form of Election or the completion and return of this Form of Election, please call the shareholder helpline on 0371 664 0321 (from within the UK) or on +44 (0)371 664 0321 (if calling from outside the UK). Lines are open from 9.00 a.m. to 5.30 p.m. (London time) Monday to Friday (except for UK public holidays). Calls to the shareholder helpline from outside the UK will be charged at the applicable international rate. Different charges may apply to calls from mobile telephones and calls may be recorded and randomly monitored for security and training purposes. Please note that the shareholder helpline operators cannot provide advice on the merits of the Scheme or give financial, tax, investment or legal advice.

NOTES REGARDING THE COMPLETION AND LODGING OF THIS FORM OF ELECTION

Do not return this form of election if you wish to receive the Standard Consideration of:

290 PENCE IN CASH AND 1.1 NEW MITIE SHARES

for each Marlowe Share held at the Scheme Record Time

In order to be valid, this Form of Election must (except as described below) be signed personally by the registered Marlowe Shareholder or by all the joint registered Marlowe Shareholders.

(1) If a registered Marlowe Shareholder is away from home (e.g. abroad or on holiday)
Send this Form of Election by the quickest means (e.g. airmail) to the Marlowe Shareholder for execution (but not into a jurisdiction where to do so would constitute a violation of the relevant laws of that jurisdiction) or, if he/she has executed a power of attorney, have this Form of Election signed by the attorney and follow the instructions in note (4) below.

(2) If the sole registered Marlowe Shareholder has died
If probate or letters of administration has/have been registered with Marlowe's registrar, MUFG, this Form of Election must be signed by the personal representative(s) of the deceased and returned to MUFG. If probate or letters of administration has/have not been registered with MUFG, the personal representative(s) should immediately contact MUFG's shareholder helpline.

(3) If this Form of Election is signed under a Power of Attorney
If the power of attorney has been registered with Marlowe's registrar, MUFG, this Form of Election must be signed in accordance with the power and returned to the registrar. If the power of attorney has not been registered with MUFG, you should immediately contact MUFG's shareholder helpline and select the appropriate option from the list provided.

(4) If the registered Marlowe Shareholder does not return this Form of Election
If the registered Marlowe Shareholder does not return this Form of Election to MUFG by the Election Return Time, or does not make or is not deemed to have made a valid election using this Form of Election, he/she will be deemed to have elected for the Standard Consideration only.

(5) Form and validity of Forms of Election
Marlowe, Mitie and Bidco will determine all questions as to form and validity, including the timing of receipt, of any Forms of Election in their absolute discretion and may, if they so determine, accept a Form of Election which is received after the relevant time or which is not valid and complete in all respects. None of Marlowe, Mitie Bidco, MUFG or any other person will be under any duty to give notice of any defect or irregularity in any Form of Election or incur any liability for failure to give any such notification.

(6) Number of Marlowe Shares held by you immediately prior to the Scheme Record Time
Box 1A on page 3 shows the number of Marlowe Shares held by you as at 6.00p.m. on 19 June 2025 (for information purposes only), being the last practicable date prior to publication of the Scheme Document for these purposes. If you do not buy, sell or transfer any Marlowe Shares between that date and the Scheme Record Time then this number will be the number of Marlowe Shares you will hold immediately prior to the Scheme Record Time and for which you may make a Mix and Match Election. If you do buy, sell or transfer any Marlowe Shares you should take care to ensure that your Mix and Match Election is in respect of the number of Marlowe Shares that will be registered in your name(s) immediately prior to the Scheme Record Time and should refer to paragraph 2.5 on page 2 of this Form of Election.

(7) Overseas Shareholders
The attention of Marlowe Shareholders not resident in the UK is drawn to Part VIII and paragraph 19 of Part II of the Scheme Document. Overseas shareholders should consult their professional adviser to ascertain whether the offer will be subject to any restrictions or require compliance with any formalities imposed by the laws or regulations of, or anybody or authority located in, the jurisdictions in which they are resident. The distribution of this Form of Election or the Scheme Document in certain jurisdictions may be restricted by law. Persons into whose possession this Form of Election or the Scheme Document comes should inform themselves about and observe any legal requirements applicable to their relevant jurisdiction.

(8) Withdrawal and Amendment
If you have returned a Form of Election and subsequently wish to withdraw or amend that Mix and Match Election, please contact MUFG in writing by no later than the Election Return Time in accordance with the instructions set out in Part VI of the Scheme Document entitled "Withdrawals".

(9) Conflicting Mix and Match Elections
If you submit a valid Form of Election and submit a further Form of Election the first Form of Election received by MUFG will prevail unless written notice is received for the first Form of Election to be withdrawn. In any event, a valid Form of Election must be received by MUFG no later than 1.00 p.m. on the date that is 5 Business Days prior to the date of the Court Sanction Hearing.

(10) Additional Forms of Election:
If you would like to receive another Form of Election for any reason you will need to contact MUFG in writing or call the helpline.

Helpline

If you have any questions relating to this Form of Election or the completion and return of this Form of Election, please call the shareholder helpline on 0371 664 0321 (from within the UK) or on +44 (0)371 664 0321 (if calling from outside the UK). Lines are open from 9.00 a.m. to 5.30 p.m. (London time) Monday to Friday (except for UK public holidays). Calls to the shareholder helpline from outside the UK will be charged at the applicable international rate. Different charges may apply to calls from mobile telephones and calls may be recorded and randomly monitored for security and training purposes. Please note that the shareholder helpline operators cannot provide advice on the merits of the Scheme or give financial, tax, investment or legal advice.