

## Mitie welcomes Marlowe colleagues and customers to build the UK's leader in Facilities Compliance

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**Mitie**, the UK's leading technology-led facilities transformation company, has completed its acquisition of Marlowe Plc, a specialist in Fire & Security and Environmental Services. This strategic move positions Mitie as the UK's largest provider of Testing, Inspection and Certification (TIC) services across fire safety, security systems, water and air hygiene, and asbestos management.

The acquisition brings together two highly complementary businesses. With national coverage and in-house delivery capabilities, the combined group offers a full suite of services from Facilities Management to Facilities Transformation and now Facilities Compliance.

Creating a leader in Facilities Compliance

Increasing legislative requirements including new fire safety regulations, enhanced security standards and evolving environmental mandates have increased demand for robust compliance solutions. The acquisition of Marlowe will enhance Mitie's existing TIC business, enabling it to support customers with:

- **Total Fire Compliance:** Comprehensive fire protection services, including active systems (detection and alarms) and passive solutions (suppression and fire stopping).
- **Security Systems:** Advanced security technologies tailored for critical sectors such as healthcare, retail, and national infrastructure.
- **Environmental Services:** Expert support in air hygiene, asbestos management, and sustainable waste solutions.

- Total Managed Water: Mitie is one of only 20 licenced water retailers and operates effluent treatment plants for clients. With Climate Change reducing UK rainfall, clients will increasingly require an end-to-end water management service – from supply and treatment to drainage – delivering a fully integrated “rain-to-drain” solution.

Together, these capabilities position Mitie as the UK’s most comprehensive provider of Facilities Compliance services, with the scale, expertise, and national reach to meet the evolving needs of over 27,000 customers. Marlowe’s strength in maintenance, accounting for 75% of their delivery mode, complements Mitie’s current approach, where 65% of delivery is project-based. Combined, this will offer a flexible and fully integrated service for customers, from ongoing maintenance all the way through to complex project delivery.

Phil Bentley, CEO, Mitie, said: “I’m delighted to welcome our new Marlowe colleagues and customers to Mitie. Together, we’re creating a powerhouse in Facilities Compliance – combining deep expertise, national reach, and a shared commitment to excellence in compliance.

“This marks a major milestone in our journey from being the UK leader in Facilities Management to the leader in technology and project-led Facilities Transformation and, from today, a leader in Facilities Compliance. From fire safety and water hygiene to sustainability and smart systems, we’re shaping the future of high-performing buildings, creating better places and thriving communities.”

#### Welcoming new colleagues

The integration will add Marlowe’s 2,700 colleagues to Mitie’s 76,000 strong workforce, reinforcing a shared commitment to operational excellence and colleague development. Mitie remains focused on creating an environment where all colleagues are supported to succeed, ensuring they have access to the tools, training and opportunities needed to deliver exceptional service.

Recognised as a UK Top Employer for the seventh consecutive year, Mitie fosters a culture of inclusion, safety and opportunity, underpinned by its award-winning approach to colleague engagement and development.

#### Building a leading facilities provider

Over the past eight years, Mitie has focused on developing leadership positions in engineering, security, and cleaning & hygiene as well as streamlining and scaling through targeted acquisitions. The acquisition of Interserve established Mitie as the UK’s largest Facilities Management provider. Subsequent acquisitions in Power & Grid Connections, Renewable Energy, Data Centres, Fire & Security, and Sustainability have accelerated its capabilities in technology-led, project-driven Facilities Transformation.

The addition of Marlowe’s specialist capabilities in Fire & Security and Environmental Services marks the next chapter – positioning Mitie as a leader in Facilities Compliance, strengthening Mitie’s ability to deliver safe, efficient, and high-performing buildings across the UK, while supporting customers to navigate increasingly complex regulatory demands.