

LEI: 2138008M6MH9OZ6U2T68

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

COMPASS GROUP PLC: DIRECTOR/PDMR SHAREHOLDINGS

Compass Group PLC (the "Company") announces the following transactions of Persons Discharging Managerial Responsibility ("PDMR") in ordinary shares of 11 1/20 pence each in the share capital of the Company ("Shares").

Long Term Incentive Plan 2024-25 Award

On 3 December 2024, conditional awards were granted under The Compass Group PLC Long Term Incentive Plan 2018 to the PDMRs detailed below.

The number of Shares shown is the maximum available if the performance conditions for the period, which commenced on 1 October 2024 and ends on 30 September 2027, are satisfied in full.

2023-24 Deferred Bonus Plan Award

On 3 December 2024, conditional awards were granted under The Compass Group Deferred Bonus Plan to Dominic Blakemore, Petros Parras and Palmer Brown. One third of bonus earned in the 2023-2024 financial year will be deferred into shares for a period of three years.

Vesting of Restricted Share Award

On 1 December 2024, a conditional award granted under The Compass Group PLC Restricted Share Award Plan made to Petros Parras vested in accordance with the associated performance conditions. Petros Parras' interest in Shares following this vesting is 26,929.

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Dominic Blakemore (Group CEO)
2	Reason for the notification	
a)	Position/status	Executive Director
b)	Initial notification/ Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Compass Group PLC
b)	LEI	2138008M6MH9OZ6U2T68
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument,	Ordinary Shares of 11 1/20 pence each in Compass Group PLC

	type or instrument Identification code	GB00BD6K4575					
b)	Nature of the transaction	Grant of a conditional award under The Compass Group PLC Long Term Incentive Plan 2018. The number of Shares shown is the maximum available if the performance conditions for the period, which commenced on 1 October 2024 and ends on 30 September 2027, are satisfied in full.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>172,319</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	172,319
Price(s)	Volume(s)						
GBP 0.00	172,319						
d)	Aggregated information -Aggregated volume -Price	172,319 GBP 0.00					
e)	Date of the transaction	3 December 2024					
f)	Place of the transaction	Outside a trading venue					
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575					
b)	Nature of the transaction	Grant of a conditional award under The Compass Group Deferred Bonus Plan. One third of bonus earned in the 2023-2024 financial year will be deferred into shares for a period of three years.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>28,719</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	28,719
Price(s)	Volume(s)						
GBP 0.00	28,719						
d)	Aggregated information -Aggregated volume -Price	28,719 GBP 0.00					
e)	Date of the transaction	3 December 2024					
f)	Place of the transaction	Outside a trading venue					

**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS
DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY
ASSOCIATED WITH THEM**

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Petros Parras (Group CFO)
2	Reason for the notification	
a)	Position/status	Executive Director
b)	Initial notification/ Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Compass Group PLC
b)	LEI	2138008M6MH9OZ6U2T68
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the	Ordinary Shares of 11 1/20 pence each in Compass Group

a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575						
b)	Nature of the transaction	Grant of a conditional award under The Compass Group PLC Long Term Incentive Plan 2018. The number of Shares shown is the maximum available if the performance conditions for the period, which commenced on 1 October 2024 and ends on 30 September 2027, are satisfied in full.						
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>96,187</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	96,187		
Price(s)	Volume(s)							
GBP 0.00	96,187							
d)	Aggregated information -Aggregated volume -Price	96,187 GBP 0.00						
e)	Date of the transaction	3 December 2024						
f)	Place of the transaction	Outside a trading venue						
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted							
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575						
b)	Nature of the transaction	Grant of a conditional award under The Compass Group Deferred Bonus Plan. One third of bonus earned in the 2023-2024 financial year will be deferred into shares for a period of three years.						
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>11,450</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	11,450		
Price(s)	Volume(s)							
GBP 0.00	11,450							
d)	Aggregated information -Aggregated volume -Price	11,450 GBP 0.00						
e)	Date of the transaction	3 December 2024						
f)	Place of the transaction	Outside a trading venue						
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted							
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575						
b)	Nature of the transaction	Acquisition of Shares following the vesting of a conditional award granted (prior to Mr Parras becoming a PDMR) under The Compass Group PLC Restricted Share Award Plan and the subsequent sale of Shares to meet the associated tax and social security obligations.						
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) Nil</td><td>5,886</td></tr><tr><td>2) GBP 26.9008</td><td>2,821</td></tr></table>	Price(s)	Volume(s)	1) Nil	5,886	2) GBP 26.9008	2,821
Price(s)	Volume(s)							
1) Nil	5,886							
2) GBP 26.9008	2,821							
d)	Aggregated information -Aggregated volume	2 821						

	-Price	GBP 26.9008
e)	Date of the transaction	2 December 2024
f)	Place of the transaction	1) Outside a trading venue (award release) 2) London Stock Exchange (XLON) (sale)

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MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM**

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Palmer Brown (Group COO, North America)					
2	Reason for the notification						
a)	Position/status	Executive Director					
b)	Initial notification/ Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Compass Group PLC					
b)	LEI	2138008M6MH9OZ6U2T68					
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575					
b)	Nature of the transaction	Grant of a conditional award under The Compass Group PLC Long Term Incentive Plan 2018. The number of Shares shown is the maximum available if the performance conditions for the period, which commenced on 1 October 2024 and ends on 30 September 2027, are satisfied in full.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>143,574</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	143,574
Price(s)	Volume(s)						
GBP 0.00	143,574						
d)	Aggregated information -Aggregated volume -Price	143,574 GBP 0.00					
e)	Date of the transaction	3 December 2024					
f)	Place of the transaction	Outside a trading venue					
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 11 1/20 pence each in Compass Group PLC GB00BD6K4575					
b)	Nature of the transaction	Grant of a conditional award under The Compass Group Deferred Bonus Plan. One third of bonus earned in the 2023-2024 financial year will be deferred into shares for a period of three years.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>20,510</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	20,510
Price(s)	Volume(s)						
GBP 0.00	20,510						
d)	Aggregated information -Aggregated volume -Price	20,510 GBP 0.00					

e)	Date of the transaction	3 December 2024
f)	Place of the transaction	Outside a trading venue

ENDS
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