RNS Number: 5344K Compass Group PLC 05 December 2025

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 Directors and 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 release

On 1 December 2025, conditional awards granted under The Compass Group PLC Long Term Incentive Plan 2018 made to Dominic Blakemore, Petros Parras and Palmer Brown vested in accordance with the associated performance conditions.

The interests in Shares following the transactions set out below are as follows:

Dominic Blakemore: 636,739 Petros Parras: 39,785 Palmer Brown: 259,401

### 2024-2025 Deferred Bonus Plan Award

On 1 December 2025, 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 2024-2025 financial year will be deferred into shares for a period of three years.

#### Long Term Incentive Plan 2025-2026 Award

On 1 December 2025, conditional awards were granted under The Compass Group PLC Long Term Incentive Plan 2018 to Dominic Blakemore, Petros Parras and Palmer Brown.

The number of Shares shown is the maximum available if the performance conditions for the period, which commenced on 1 October 2025 and ends on 30 September 2028, are satisfied in full.

#### 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					
2	Reason for the notification					
a)	Position/status Executive Director (Group CEO)					
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					

4		on(s): section to be repeated for (i) each type of se of transaction; (iii) each date; and (iv) each place se been conducted					
a)	Description of the financial instrument, type of instrument	Ordinary Shares of 11 1/20 pence each in Compass Group PLC  GB00BD6K4575					
	Identification code						
b)	Nature of the transaction	Acquisition of Shares following vesting of a conditional award granted under The Compass Group PLC Long Term Incentive Plan 2018 and the subsequent sale of Shares to meet the associated tax and social security obligations.					
c)	Price(s) and volume(s)		7				
			Price(s)	Volume(s)			
			1) Nil	224,084			
			2) GBP 23.4146	105,584			
d)	Aggregated information						
	-Aggregated volume	105,584					
	-Price	GBP 23.41					
e)	Date of the transaction	1 December					
f)	Place of the transaction	-	a trading venue (aw Stock Exchange, M		N (sale)		
4		e of transac	n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each place				
a)	Description of the financial instrument, type of instrument	Ordinary SI PLC	nce each in Comp	pass Group			
	type of instrument						
	Identification code	GB00BD6k	(4575				
b)		Grant of a	conditional award onus Plan. One thir cial year will be defe	d of bonus earned	d in the 2024		
b)	Identification code  Nature of the	Grant of a Deferred Bo 2025 finance	conditional award onus Plan. One thin cial year will be defe	d of bonus earned erred into shares	d in the 2024		
	Identification code  Nature of the transaction	Grant of a Deferred Bo 2025 finance	conditional award onus Plan. One thir cial year will be defe	d of bonus earned	d in the 2024		
	Identification code  Nature of the transaction	Grant of a Deferred Bo 2025 finance	conditional award onus Plan. One thin cial year will be defe	d of bonus earned erred into shares	d in the 2024		
	Identification code  Nature of the transaction	Grant of a Deferred Bo 2025 finance	conditional award onus Plan. One thir cial year will be defe Price(s)	d of bonus earned erred into shares Volume(s)	d in the 2024		
c)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated	Grant of a Deferred Bo 2025 finance	conditional award onus Plan. One thir cial year will be defe Price(s)	d of bonus earned erred into shares Volume(s)	d in the 2024		
c)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume	Grant of a Deferred Bo 2025 finance three years	conditional award onus Plan. One thir cial year will be defe Price(s) GBP 0.00	d of bonus earned erred into shares Volume(s)	d in the 2024		
c) d)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price	Grant of a Deferred Bo 2025 finance three years 46,712 GBP 0.00	conditional award onus Plan. One thir cial year will be defe Price(s) GBP 0.00	d of bonus earned erred into shares Volume(s)	d in the 2024		
c) d)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price  Date of the transaction  Place of the	Grant of a Deferred Bo 2025 finance three years  46,712 GBP 0.00  1 December Outside a tem (s): section a of transace	conditional award onus Plan. One thir cial year will be defeated.  Price(s)  GBP 0.00  er 2025  rading venue  to be repeated for the condition; (iii) each date	d of bonus earner erred into shares in Volume(s)  46,712  or (i) each type of	d in the 2024 for a period o		
c) d) e) f)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price  Date of the transaction  Place of the transaction  Details of the transactio instrument; (ii) each typ	Grant of a Deferred Bo 2025 finance three years 46,712 GBP 0.00 1 December Outside a tentile of transace been conditions.	conditional award onus Plan. One thir cial year will be defeated.  Price(s)  GBP 0.00  er 2025  rading venue  to be repeated for the condition; (iii) each date	d of bonus earner erred into shares i  Volume(s)  46,712  or (i) each type of te; and (iv) each	of in the 2024 for a period o		
c) d) e) f) 4	Aggregated information Price of the transaction  Aggregated information -Aggregated volume -Price Date of the transaction Place of the transaction Details of the transactio instrument; (ii) each typ where transactions have	Grant of a Deferred Bo 2025 finance three years 46,712 GBP 0.00 1 December Outside a tension of transaction of transaction ordinary SI Ordinary SI	conditional award onus Plan. One thir cial year will be defeated.  Price(s)  GBP 0.00  er 2025  rading venue  a to be repeated for tion; (iii) each data ducted  mares of 11 1/20 per	d of bonus earner erred into shares i  Volume(s)  46,712  or (i) each type of te; and (iv) each	of in the 2024 for a period of		
c) d) e) f) 4	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price  Date of the transaction  Place of the transaction  Details of the transaction instrument; (ii) each typ where transactions have bescription of the financial instrument, type of instrument	Grant of a Deferred Bo 2025 finance three years  46,712 GBP 0.00  1 December Outside a true of transace been concerned been concerned from the concerned of transace been concerned from the concerned been concerned by the co	conditional award onus Plan. One thir cial year will be defeated.  Price(s)  GBP 0.00  er 2025  rading venue  a to be repeated for tion; (iii) each data ducted  mares of 11 1/20 per	Volume(s)  Volume(s)  46,712  or (i) each type of the; and (iv) each once each in Companies of the commenced	of in the 2024 for a period of or a period		
c) d) e) f) 4 a)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price  Date of the transaction  Place of the transaction  Details of the transactio instrument; (ii) each typ where transactions have the financial instrument, type of instrument Identification code  Nature of the	Grant of a Deferred Bo 2025 finance three years  46,712 GBP 0.00  1 December Outside a true of transace been concerned been concerned from the concerned of transace been concerned from the concerned been concerned by the co	Price(s)  Price(s)  GBP 0.00  Prading venue  To be repeated for the period, while maximum a for the period, while consistency on the period, while consistency on the period, while consistency of the period of the period, while consistency of the period of the	Volume(s)  Volume(s)  46,712  or (i) each type of the; and (iv) each once each in Companies of the commenced	of in the 2024 for a period of a period of period of place pass Group PLC er of Shares performance on 1 Octobe		
c)  d)  e)  f)  4  a)	Identification code  Nature of the transaction  Price(s) and volume(s)  Aggregated information -Aggregated volume -Price  Date of the transaction  Place of the transaction  Details of the transaction instrument; (ii) each typ where transactions have the properties of the financial instrument, type of instrument Identification code  Nature of the transaction	Grant of a Deferred Bo 2025 finance three years  46,712 GBP 0.00  1 December Outside a true of transace been concerned been concerned from the concerned of transace been concerned from the concerned been concerned by the co	Price(s)  Price(s)  GBP 0.00  Prading venue  To be repeated for the period, while maximum a for the period, while consistency on the period, while consistency on the period, while consistency of the period of the period, while consistency of the period of the	Volume(s)  Volume(s)  46,712  or (i) each type of the; and (iv) each once each in Companies of the commenced	of in the 2024 for a period of a period of period of place pass Group PLC er of Shares performance on 1 Octobe		

d)	Aggregated information	
	-Aggregated volume	295,026
	-Price	GBP 0.00
e)	Date of the transaction	1 December 2025
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					
2	Reason for the notificati	ne notification					
a)	Position/status	Executive Director (Group CFO)					
b)	Initial notification/ Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Compass C	Group PLC				
b)	LE	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	Ordinary Shares of 11 1/20 pence each in Compass Group PLC					
	Identification code	GB00BD6K4575					
b)	Nature of the transaction	Acquisition of Shares following the vesting of a conditional award granted under The Compass Group PLC Long Term Incentive Plan 2018 and the subsequent sale of Shares to meet the associated tax and social security obligations.					
c)	Price(s) and volume(s)						
			Price(s)	Volume(s)			
		1) Nil 24,319					
		2) GBP 23.4146 11,463					
d)	Aggregated information						
	-Aggregated volume	11,463					
	-Price	GBP 23.41	46				
e)	Date of the transaction	1 December 2025					
f)	Place of the transaction	Outside a trading venue (award release)     London Stock Exchange, Main Market - XLON (sale)					
4		n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each place					
a)	Description of the financial instrument, type of instrument	Ordinary Shares of 11 1/20 pence each in Compass Group PLC					
	Identification code	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 2024-2025 financial year will be deferred into shares for a period of three years.					
c)	Price(s) and volume(s)						

		•			,	
			Price(s)	Volume(s)		
			GBP 0.00	20,153		
				,		
d)	Aggregated information					
	-Aggregated volume	20,153				
	-Price	GBP 0.00				
e)	Date of the transaction	1 December	er 2025			
f)	Place of the transaction	Outside a trading venue				
4		n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each place e been conducted				
a)	Description of the financial instrument, type of instrument	Ordinary Shares of 11 1/20 pence each in Compass Group PLC				
	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 2025 and ends on 30 September 2028, are satisfied in full.				
c)	Price(s) and volume(s)					
			Price(s)	Volume(s)		
			GBP 0.00	127,282		
d)	Aggregated information					
	-Aggregated volume	127,282				
	-Price	GBP 0.00				
e)	Date of the transaction	1 December	er 2025			
f)	Place of the transaction	Outside a t	rading 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	Palmer Brown				
2	Reason for the notificati	notification				
a)	Position/status	Executive Director (Group COO, North America)				
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	Ordinary Shares of 11 1/20 pence each in Compass Group PLC				
	Identification code	GB00BD6K4575				
b)	Nature of the transaction	Acquisition of Shares following the vesting of a conditional award granted under The Compass Group PLC Long Term Incentive Plan 2018 and the subsequent sale of Shares to meet the associated tax and social security obligations.				

c)	Price(s) and volume(s)				1	
,			Price(s)	Volume(s)		
			1) Nil	151,705		
			2) GBP 23.4146	66,462		
d)	Aggregated information					
	-Aggregated volume -Price	66,462	40			
e)	Date of the transaction	GBP 23.41				
<i>e)</i>	Place of the		a trading venue (aw	ard release)		
f)	transaction	,	Stock Exchange, M	,	N (sale)	
4	Details of the transaction instrument; (ii) each type where transactions have	e of transac	tion; (iii) each dat			
a)	Description of the financial instrument, type of instrument	Ordinary Shares of 11 1/20 pence each in Compass Group PLC				
	Identification code	GB00BD6K				
b)	Nature of the transaction	Grant of a conditional award under The Compass Group Deferred Bonus Plan. One third of bonus earned in the 2024-2025 financial year will be deferred into shares for a period of three years.				
c)	Price(s) and volume(s)					
			Price(s)	Volume(s)		
			GBP 0.00	28,863		
d)	Aggregated information					
	-Aggregated volume -Price	28,863 GBP 0.00				
e)	Date of the transaction	1 December	er 2025			
f)	Place of the transaction	Outside a t	rading venue			
4	Details of the transaction instrument; (ii) each type where transactions have	n(s): section to be repeated for (i) each type of e of transaction; (iii) each date; and (iv) each place e been conducted				
a)	Description of the financial instrument, type of instrument	Ordinary Shares of 11 1/20 pence each in Compass Group PLC				
	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 2025 and ends on 30 September 2028, are satisfied in full.				
c)	Price(s) and volume(s)	Price(s) Volume(s)				
			GBP 0.00	205,083		
			GDF 0.00	200,003		
d)	Aggregated information					
	-Aggregated volume	205,083 GBP 0.00				
e)	Date of the transaction	1 December	er 2025			
	Place of the					
f)	transaction	Outside a t	rading venue			

ENDS Compass Group PLC +44 (0)1932 573000 Enquiries:

Group General Counsel & Company Secretary: Alison Yapp

Investors/Analysts: Agatha Donnelly

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact <a href="mailto:rns@lseg.com">rns@lseg.com</a> or visit <a href="mailto:www.ms.com">www.ms.com</a>.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our Privacy Policy.

**END** 

**DSHFSWFWIEISELE**