

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

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	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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) Nil</td><td>224,084</td></tr><tr><td>2) GBP 23.4146</td><td>105,584</td></tr></table>		Price(s)	Volume(s)	1) Nil	224,084	2) GBP 23.4146	105,584
Price(s)	Volume(s)								
1) Nil	224,084								
2) GBP 23.4146	105,584								
d)	Aggregated information -Aggregated volume -Price	105,584 GBP 23.4146							
e)	Date of the transaction	1 December 2025							
f)	Place of the transaction	1) Outside a trading venue (award release) 2) London Stock Exchange, Main Market - XLON (sale)							
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 2024-2025 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>46,712</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	46,712		
Price(s)	Volume(s)								
GBP 0.00	46,712								
d)	Aggregated information -Aggregated volume -Price	46,712 GBP 0.00							
e)	Date of the transaction	1 December 2025							
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 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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>295,026</td></tr></table>		Price(s)	Volume(s)	GBP 0.00	295,026		
Price(s)	Volume(s)								
GBP 0.00	295,026								

d)	Aggregated information -Aggregated volume -Price	295,026 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 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 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	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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) Nil</td><td>24,319</td></tr><tr><td>2) GBP 23.4146</td><td>11,463</td></tr></table>		Price(s)	Volume(s)	1) Nil	24,319	2) GBP 23.4146	11,463
Price(s)	Volume(s)								
1) Nil	24,319								
2) GBP 23.4146	11,463								
d)	Aggregated information -Aggregated volume -Price	11,463 GBP 23.4146							
e)	Date of the transaction	1 December 2025							
f)	Place of the transaction	1) Outside a trading venue (award release) 2) London Stock Exchange, Main Market - XLON (sale)							
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 2024-2025 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>20,153</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	20,153
Price(s)	Volume(s)					
GBP 0.00	20,153					
d)	Aggregated information -Aggregated volume -Price	20,153 GBP 0.00				
e)	Date of the transaction	1 December 2025				
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 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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>127,282</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	127,282
Price(s)	Volume(s)					
GBP 0.00	127,282					
d)	Aggregated information -Aggregated volume -Price	127,282 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	Palmer Brown
2	Reason for the 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 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 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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1) Nil</td><td>151,705</td></tr><tr><td>2) GBP 23.4146</td><td>66,462</td></tr></table>	Price(s)	Volume(s)	1) Nil	151,705	2) GBP 23.4146	66,462
Price(s)	Volume(s)							
1) Nil	151,705							
2) GBP 23.4146	66,462							
d)	Aggregated information -Aggregated volume -Price	66,462 GBP 23.4146						
e)	Date of the transaction	1 December 2025						
f)	Place of the transaction	1) Outside a trading venue (award release) 2) London Stock Exchange, Main Market - XLON (sale)						
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 2024-2025 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>28,863</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	28,863		
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 2025						
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 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)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 0.00</td><td>205,083</td></tr></table>	Price(s)	Volume(s)	GBP 0.00	205,083		
Price(s)	Volume(s)							
GBP 0.00	205,083							
d)	Aggregated information -Aggregated volume -Price	205,083 GBP 0.00						
e)	Date of the transaction	1 December 2025						
f)	Place of the transaction	Outside a trading venue						

ENDS

Compass Group PLC

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