

Company Registration No. 2090126

Compass Group Holdings PLC

Annual Report and Financial Statements

For the year ended 30 September 2020

Compass Group Holdings PLC

Annual report and financial statements 2020

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Compass Group Holdings PLC

Annual report and financial statements 2020

Officers and professional advisers

Directors

D W Blakemore
K Witts
A R Yapp

Secretary

A R Yapp

Registered Office

Compass House
Guildford Street
Chertsey
Surrey
KT16 9BQ

Auditor

KPMG LLP
15 Canada Square
London
E14 5GL

Compass Group Holdings PLC

Strategic Report

The directors, in preparing this Strategic Report, have complied with section 414C of the Companies Act 2006 (CA 2006).

Business review and principal activities

Compass Group Holdings PLC (the Company) manages and licenses trademarks to its subsidiary undertakings and it is the intention of the directors that the Company will continue to act in this capacity. Hospitality Holdings Limited holds 99.938% and Compass Group PLC holds 0.062% of the Ordinary shares of the Company.

The results for the Company show a pre-tax profit for the year of £42,800,000 (2019: £1,132,900,000) and net assets at 30 September 2020 of £4,560,600,000 (2019: £4,503,400,000). The future prospects of the Company remain in line with current results and the directors do not anticipate any material changes to the activities of the Company.

The Company's directors believe that analysis using key performance indicators is not necessary for an understanding of the position of the business. The performance of Compass Group PLC (the Group) is discussed in its Annual Report which does not form part of this Report. A copy of the Compass Group PLC Annual Report 2020 (annual report) can be found on the Compass Group PLC website at www.compass-group.com or from the Company Secretarial Department at Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ. The Company will continue to act as a management company in the future.

Principal risks and uncertainties

Whilst the Group's operations continue to be disrupted by the COVID-19 pandemic we have successfully implemented action plans to mitigate a significant proportion of our cost base to preserve the profitability and liquidity of the Group. Our priority has also continued to be the health, safety and wellbeing of our employees and customers. Sites that are open are operating with enhanced health and safety protocols. Personal protective equipment requirements are in line with local government and public health guidance and there is a continued focus on mental health awareness.

A post-Brexit deal on trade and other issues was agreed in December 2020 between the UK and the EU. While there is clearly more for the UK and EU to work through, we believe that the deal as agreed, coupled with our own contingency planning, means we do not expect any material financial or operational impact resulting from Brexit. We are confident that we can continue supporting and delivering great services for our UK and international clients and consumers.

The Company has only intra-group investments and balances, no third party debt and hence no external interest rate exposure. Certain investments in subsidiary undertakings and intra-group balances are denominated in foreign currency and so there is a gain/loss associated with the translation taken to the profit and loss account.

From the perspective of the Company, the principal risks and uncertainties are integrated with the principal risks of the Group and are not managed separately. The principal risks of the Group are discussed in Compass Group PLC's Annual Report 2020 and as subsequently updated in its 2021 half year results announcement which does not form part of this Report. Both of these documents can be viewed on the Compass Group PLC website www.compass-group.com.

Section 172(1) statement – Compass Group Holdings PLC

Section 172 of the Companies Act 2006 requires a director of a company to act in the way he or she considers, in good faith, would most likely promote the success of the company for the benefit of its members as a whole. In doing this section 172 requires a director to have regard, amongst other matters, to the:

- likely consequences of any decisions in the long-term;
- interests of the company's employees;
- need to foster the company's business relationships with suppliers, customers and others;
- impact of the company's operations on the community and environment;
- desirability of the company maintaining a reputation for high standards of business conduct, and
- need to act fairly as between members of the company.

Compass Group Holdings PLC

Strategic Report (continued)

Section 172(1) statement – Compass Group Holdings PLC (continued)

In discharging their duties under section 172 the directors have regards to both the factors set out above and others that may be considered relevant to the decisions being made. The directors acknowledge that every decision made will not necessarily result in a positive outcome for all of the Company's stakeholders. By considering the Company's purpose, vision and values together with its strategic priorities and having a process in place for decision-making, the directors aim to ensure that Board decisions are consistent and predictable.

As is normal for large companies, the directors delegate authority for day-to-day management of the Company to executives engaged in setting, approving and overseeing the execution of the business strategy and related policies of the Group. While there are cases where the board itself judges that it should engage directly with certain stakeholder groups or on certain issues, the size and spread of both our stakeholders and the Group means that generally stakeholder engagement best takes place at an operational or Group level. The directors consider that as well as being a more efficient and effective approach, this also helps achieve a greater positive impact on environmental, social and other issues than by working alone as an individual company. How the Group engages with its stakeholders is described on pages 28 and 29 of the Compass Group PLC Annual Report 2020 (the ARA).

The principal activity of the Company is to act as a holding company for other entities in the Group, and to manage and licence trademarks to its subsidiary undertakings. In this context the Company's main stakeholders are other companies within the Group, and the Company's employees. The views of and the impact of the Company's activities on those stakeholders are an important consideration for the directors when making relevant decisions. More information on how the directors engage with the Company's employees and take account of their interests, and how directors have engaged with suppliers, customers and others in a business relationship with the Company are described in the Directors' Report.

Examples of how the directors have had regard to the matters set out in section 172(1)(a)-(f) when discharging their section 172 duties, and the effect of those decisions, include the consideration of the adoption by the Company of the Compass Subsidiary Governance Code (the Code), and the Compass Group PLC Modern Slavery and Human Trafficking Statement (the MSA). In deciding whether to adopt the Code the directors considered whether its adoption would be in the best interests of its stakeholders, including its shareholders, employees and other group companies. It was concluded that formalising the governance arrangements of the Company, particularly with regard to the consideration of stakeholder views when taking decisions would be in the best interest of stakeholders as a whole. In adopting the MSA the directors considered whether appropriate controls and procedures were in place to mitigate the risk of human trafficking within the Company's supply chains. It was concluded that adoption of the MSA statement and the Company's continued efforts in this area was in the best interests of the Company's employees and its wider stakeholder community.

Going Concern

After making enquiries and receiving a letter of support from the ultimate parent company, Compass Group PLC, the directors have a reasonable expectation that the Company, as part of the Compass Group, has adequate resources to continue in existence for the 12 months from the date of approval of this Report. For this reason, the directors continue to adopt the going concern basis in preparing the accounts.

Approved by the Board of Directors and signed on behalf of the Board



K Witts
Director

24 June 2021

Compass Group Holdings PLC
Registered in England and Wales No. 2090126

Compass Group Holdings PLC

Directors' Report

The directors present their Annual Report and the audited financial statements for the year ended 30 September 2020.

Directors

The following served as directors during the year and were in office at the date of signing the Report and Financial Statements:

D W Blakemore
K Witts
A R Yapp

Dividends

The Company did not pay interim dividends to the parent company during the year (2019: £532,723,000), more details of which can be found in note 8 on page 22. The directors do not recommend the payment of a final dividend in respect of the financial year ended 30 September 2020 (2019: £nil).

Branches outside the UK

The Company has a branch in France with offices in Paris and Marseille.

Employees

The Company and the Group places importance on employee engagement, keeping employees regularly informed on matters of concern to them as employees, issues affecting their performance, and promoting a common awareness of the financial and economic factors affecting the performance of the Company. For the Company's employees, engagement is achieved through management briefings, team meetings and town halls, bulletins and other in house publications and through the Group's internal communications channels. Employees are also represented on the Group's European Works Council, which provides a forum for exchanging information and engaging in consultation on the Group's performance and plans, and relevant transnational issues affecting those countries in the EEA and in the UK. Feedback from employee engagement informs the directors' decision making processes, and those decisions taken and policies made on a wider Group basis. For further information on how the Group engages with employees globally see pages 28 to 29, 51 to 57, 84 to 87 and 157 to 158 of the ARA.

Employees are offered a range of benefits, such as private medical cover, depending on the local environment. Priority is given to the training of employees and the development of their skills is of prime importance. Employment of disabled people is considered on merit with regard only to the ability of any applicant to carry out the function required. Arrangements to enable disabled people to carry out the function required will be made if it is reasonable to do so. An employee becoming disabled would, where appropriate, be offered retraining.

Business Relationships

The Company has limited engagement with external parties such as suppliers, clients, consumers and others. In the limited circumstances where the Company does interact with external business partners, in line with the Group's policies and procedures the directors promote and ensure the highest standards of ethical behaviour and probity in the Company's business dealings. For further information on how the Group fosters business relationships with its business partners see pages 28 and 29 of the ARA.

Directors' qualifying third party indemnity

A qualifying third party indemnity provision as defined in section 234(2) - (6) of the CA 2006 is and was in full force and effect for the benefit of each of the directors of the Company, both at the date of this Report and throughout the financial year to which this Report relates.

Compass Group Holdings PLC

Directors' Report (continued)

Modern Slavery Act Statement

The Company falls within the scope of Section 54 (Transparency in Supply Chain requirements) of the Modern Slavery Act 2015 (the "Act") and consequently is obliged to prepare and publish a slavery and human trafficking statement for each financial year of the organisation.

In accordance with the Home Office guidance to the Act it is permissible for a parent company, where one or more subsidiaries in the same group are required to produce a statement, to produce one statement that subsidiaries can use to meet the requirements of the Act (provided that the statement fully covers the steps that each of the organisations required to produce a statement have taken in the relevant financial year).

In accordance with the requirements of the Act, the Company's ultimate parent, Compass Group PLC, prepared and published a slavery and human trafficking statement for the financial year ended 30 September 2020 (the Statement) which contemplated the steps that the Company, as part of the Compass Group of companies, had taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of its own business and consequently, it was determined by the directors, that the Company would adopt the Statement issued by its ultimate parent and any such statements issued in subsequent financial years, so long as the directors considered that the steps contemplated by the statements continued to be relevant to the Company. A copy of the Statement can be found at www.compass-group.com.

Statement of Corporate Governance Arrangements

In compliance with the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 as amended by The Companies (Miscellaneous Reporting) Regulations 2018, the Company hereby discloses its Statement of Corporate Governance Arrangements.

The Company's ultimate parent, Compass Group PLC, is subject to and complies with the UK Corporate Governance Code 2018. As a subsidiary of Compass Group PLC, the Company, together with other companies within the Group, is subject to and adheres with certain governance arrangements, structures and policies that are common throughout the Compass Group PLC group of companies. The specific governance arrangements adopted by the Company are defined by the 'Compass Subsidiary Governance Code' (the Subsidiary Code), the principles of which, and how the Company has applied them during the financial year ended 30 September 2020, are detailed below.

Code Principle	How the Company has applied the Subsidiary Code
Purpose and Leadership - The board will promote the purpose of the company, and ensure that its values, strategy and culture align with that of Compass Group PLC.	During the year, in accordance with their duties as directors of the Company, the directors promoted the purpose of the Company ensuring that its activities and goals were aligned to those of the Compass Group.
Board Composition - The board will be chaired effectively and composed of individuals with the requisite balance of skills, backgrounds, experience and knowledge. Individual directors will have sufficient capacity to make a valuable contribution.	The Board of the Company comprised Dominic Blakemore, Karen Witts and Alison Yapp, who respectively are the Group Chief Executive Officer, the Group Chief Finance Officer and the Group General Counsel and Company Secretary of the Company's ultimate parent, Compass Group PLC. Full details of each director's skills, backgrounds, experience and knowledge can be found on pages 72 and 73 of the Compass Group PLC Annual Report 2020. Each director demonstrated the capacity to make a valuable contribution during the year.
Director Responsibilities - The board and individual directors will have a clear understanding of their accountability and responsibilities. Board procedures will support effective decision-making and independent challenge.	A review of governance arrangements and directors' duties was undertaken during the year which refreshed the directors' knowledge of their responsibilities with respect to the Company. Board procedures were supported by the Compass Group Secretariat.
Opportunity and Risk - The board will promote the long-term sustainable success of the company by identifying opportunities to create and preserve	Opportunity and existing and emerging risks were managed in line with the strategy and risk profile of Compass Group PLC which prepares consolidated accounts for the Compass

Compass Group Holdings PLC

Directors' Report (continued)

value, and will establish and maintain oversight of the identification and mitigation of risks.	Group, further details of which can be found on pages 41 to 49 of the Compass Group PLC Annual Report 2020.
Stakeholder Relationships and Engagement - The board will be responsible for ensuring the maintenance of stakeholder relationships and the oversight of engagement with stakeholders, including the workforce. The board will have regard to stakeholder views when taking decisions.	The Board ensured that stakeholder relationships as were relevant to the status and purpose of the Company were maintained in line with Compass Group PLC policies and procedures. Details of how the directors considered stakeholders in the decision making process can be found in the S172 statement on pages 2 to 3.

Post balance sheet events

A post-Brexit deal on trade and other issues was agreed in December 2020 between the UK and the EU. While there is clearly more for the UK and EU to work through, we believe that the deal as agreed, coupled with our own contingency planning, means we do not expect any material financial or operational impact resulting from Brexit.

Directors' disclosure of information to the auditor

Each of the persons who is a director at the date of approval of this Report confirms that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditor is unaware
- the director has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the Company's auditor is aware of that information

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the CA 2006.

Auditor

In accordance with the provisions of section 485(2) of the CA 2006, the current appointment of KPMG LLP as the Company's auditor will end at the conclusion of the current period for appointing auditors.

Pursuant to Section 487 of the CA 2006, the auditor will be deemed to be reappointed and KPMG LLP will therefore continue in office.

Approved by the Board of Directors and signed on behalf of the Board



K Witts
Director

24 June 2021

Compass Group Holdings PLC
Registered in England and Wales No. 2090126

Compass Group Holdings PLC

Directors' Responsibilities Statement

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 101 *Reduced Disclosure Framework*.

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable, relevant, reliable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the CA 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

On behalf of the Board



K Witts
Director

24 June 2021

Independent Auditor's Report to the Members of Compass Group Holdings PLC

Opinion

We have audited the financial statements of Compass Group Holdings PLC ("the Company") for the year ended 30 September 2020 which comprise:

- the Profit and loss account;
- Statement of comprehensive income;
- Balance sheet;
- Statement of changes in equity; and
- Related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 30 September 2020 and of its profit for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 101 *Reduced Disclosure Framework*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Company in accordance with UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The directors have prepared the financial statements on the going concern basis as they do not intend to liquidate the Company or to cease its operations, and as they have concluded that the Company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements (the going concern period).

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least a year from the date of approval of the financial statements. In our evaluation of the directors' conclusions, we considered the inherent risks to the Company's business model and analysed how those risks might affect the Company's financial resources or ability to continue operations over the going concern period. We have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Company will continue in operation.

Strategic Report and Directors' Report

The directors are responsible for the Strategic Report and the Directors' Report. Our opinion on the financial statements does not cover those reports and we do not express an audit opinion thereon.

Our responsibility is to read the Strategic Report and the Directors' Report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the Strategic Report and the Directors' Report;
- in our opinion the information given in those reports for the financial year is consistent with the financial statements; and
- in our opinion those reports have been prepared in accordance with the Companies Act 2006.

Independent Auditor's Report to the Members of Compass Group Holdings PLC (continued)

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Directors' responsibilities

As explained more fully in their statement set out on page 7, the directors are responsible for: the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This Report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**John Withington (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor**

Chartered Accountants

15 Canada Square

London

E14 5GL

25 June 2021

Compass Group Holdings PLC

Profit and loss account

For the year ended 30 September 2020

	Notes	2020 £m	2019 £m
Turnover	2	249.1	425.6
Operating expenses		(142.5)	(122.2)
Profit on disposal on investments		-	37.7
Provision against investment in subsidiary undertakings	12	(76.0)	(0.2)
Operating profit	2,3	30.6	340.9
Income from shares in Group undertakings		61.7	860.7
Other interest receivable and similar income	5	80.8	99.5
Other interest payable and similar expenses	6	(130.3)	(168.2)
Profit before taxation		42.8	1,132.9
Tax credit/(charge) on profit	7	3.3	(59.8)
Profit for the financial year		46.1	1,073.1

All amounts in the current and prior year relate to continuing activities.

Compass Group Holdings PLC

Statement of other comprehensive income For the year ended 30 September 2020

	2020	2019
	£m	£m
Profit for the financial year	46.1	1,073.1
Other comprehensive income		
Items that are not reclassified subsequently to the income statement		
Remeasurement of defined benefit pension obligations	-	(4.8)
	-	(4.8)
Items that may be reclassified subsequently to profit or loss		
Currency translation differences	11.7	(2.3)
Total other comprehensive income/(loss) for the year	11.7	(7.1)
Total comprehensive income for the year	57.8	1,066.0

The notes on pages 14 to 48 form part of these financial statements.

Compass Group Holdings PLC

Balance Sheet As at 30 September 2020

	Notes	2020 £m	2019 £m
Fixed assets			
Other intangible assets	9	82.6	45.8
Right of use assets	10	10.2	-
Property, plant and equipment	11	7.9	10.2
Investments	12	4,194.6	4,217.8
		<u>4,295.3</u>	<u>4,273.8</u>
Current assets			
Debtors: amounts falling due within one year	13	5,332.1	5,345.3
Debtors: amounts falling due after more than one year	13	27.2	15.0
Cash at bank and in hand		50.7	0.2
		<u>5,410.0</u>	<u>5,360.5</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(5,067.3)	(5,075.4)
Short term lease liabilities	10	(1.7)	-
		<u>341.0</u>	<u>285.1</u>
Net current assets			
		<u>4,636.3</u>	<u>4,558.9</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	15	(0.4)	(0.4)
Long term lease liabilities	10	(11.0)	-
Pension liabilities	18	(51.3)	(52.3)
Provisions for liabilities	16	(13.0)	(2.8)
		<u>4,560.6</u>	<u>4,503.4</u>
Total assets less total liabilities			
Capital and reserves			
Called up share capital	17	467.8	467.8
Share premium		1,642.2	1,642.2
Capital reserve		750.0	750.0
Foreign exchange reserve		85.8	74.1
Share-based payment reserve		52.1	52.7
Profit and loss reserve		1,562.7	1,516.6
		<u>4,560.6</u>	<u>4,503.4</u>
Total shareholders' Funds			

The financial statements of Compass Group Holdings PLC (registered number 2090126) were approved by the Board of Directors on 24 June 2021.

Signed on behalf of the Board of Directors



K Witts
Director

The notes on pages 14 to 48 form part of these financial statements.

Compass Group Holdings PLC

Statement of changes in equity For the year ended 30 September 2020

	Called up share capital £m	Share premium £m	Capital reserve £m	Foreign exchange reserve £m	Share- based payment reserve £m	Profit and loss account ¹ £m	Total Equity £m
At 1 October 2018	467.8	1,642.2	750.0	76.4	46.5	981.0	3,963.9
Profit for the financial year	-	-	-	-	-	1,073.1	1,073.1
Other comprehensive income							
Remeasurement of pension liabilities	-	-	-	-	-	(4.8)	(4.8)
Foreign exchange translation differences	-	-	-	(2.3)	-	-	(2.3)
Total other comprehensive loss	-	-	-	(2.3)	-	(4.8)	(7.1)
Fair value of share-based payments	-	-	-	-	6.2	-	6.2
Dividends paid on equity shares	-	-	-	-	-	(532.7)	(532.7)
At 30 September 2019	467.8	1,642.2	750.0	74.1	52.7	1,516.6	4,503.4
Profit for the financial year	-	-	-	-	-	46.1	46.1
Other comprehensive income							
Foreign exchange translation differences	-	-	-	11.7	-	-	11.7
Total other comprehensive income	-	-	-	11.7	-	-	11.7
Fair value of share-based payments	-	-	-	-	(0.6)	-	(0.6)
At 30 September 2020	467.8	1,642.2	750.0	85.8	52.1	1,562.7	4,560.6

¹ Included within the Profit and loss account balance are non-distributable reserves of £730.5m.

Compass Group Holdings PLC

Notes to the accounts For the year ended 30 September 2020

1. Accounting policies

The Company is a public limited company and is incorporated and domiciled in the UK. The registered number is 2090126 and the address of its registered office is: Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ.

The significant accounting policies adopted in the preparation of the financial statements of the Company are set out below.

Basis of preparation

These financial statements have been prepared in accordance with the historical cost convention, Financial Reporting Standard 101 Reduced Disclosure Framework (FRS 101), and in accordance with applicable United Kingdom laws. The Company is exempt from the requirement to prepare consolidated financial statements as a subsidiary of Compass Group PLC, a Company registered in the United Kingdom and the ultimate parent which prepares consolidated financial statements (section 400 CA 2006). In preparing these financial statements, the Company applies the recognition, measurement and disclosure requirements of International Financial Reporting Standards as adopted by the EU (Adopted IFRSs) but makes amendments where necessary in order to comply with the CA 2006 and has set out below where advantage of the FRS 101 disclosure exemptions has been taken. These financial statements thus present information about the Company as an individual undertaking not as a Group undertaking. In the transition to FRS 101 in the year ended 30 September 2016, the Company applied IFRS 1 whilst ensuring that its assets and liabilities were measured in compliance with FRS 101.

In these financial statements, the Company has applied the exemptions under FRS 101 in respect of the following disclosures:

- a cash flow statement and related notes;
- disclosures in respect of transactions with wholly owned subsidiaries;
- the effect of new but not yet effective IFRSs; and
- disclosures in respect of compensation of Key Management Personnel.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

Going concern

Notwithstanding the current economic uncertainties arising from the COVID-19 pandemic, the financial statements have been prepared on a going concern basis which the directors consider to be appropriate for the following reason:

- Compass Group PLC has indicated its intention to continue to make available funds as needed by the Company for a period of twelve months from the date of approval of the financial statements.

Consequently, the directors are confident that the Company will have sufficient funds to continue to meet its liabilities as they fall due for at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

As with any company placing reliance on other group entities for financial support, the directors acknowledge that there can be no certainty that this support will continue although, at the date of approval of these financial statements, they have no reason to believe that it will not do so.

Adoption of new Accounting Standards

The Company has applied the new accounting standard IFRS 16 'Leases' using the modified retrospective transition approach, therefore the comparative information has not been restated and continues to be reported under IAS 17 'Leases'.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

1. Accounting policies (continued)

Foreign currencies

The assets and liabilities of foreign branches are translated into sterling at the rates of exchange ruling at the year end. Gains and losses resulting from the realignment of the opening assets and liabilities of foreign branches to the year end rates are treated as movements on reserves.

The results of foreign branches are translated into sterling at the average rates of exchange for the accounting year. Gains or losses resulting from the translation of these results from the average rates to the year end rates are treated as movements on reserves.

Transactions in foreign currencies are translated to the Company's functional currency (sterling) at the foreign exchange rates ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are retranslated to sterling at the foreign exchange rates ruling at that date. Non-monetary assets and liabilities that are measured in terms of the historical cost in foreign currency are translated using the exchange rate at the date of the transaction. Non-monetary assets and liabilities denominated in foreign currency that are stated at fair value are retranslated to the sterling at the foreign exchange rates ruling at the dates that the fair value was determined. Foreign exchange differences arising on translation are recognised in the profit and loss account.

Intangible assets

Intangible assets are carried at cost less amortisation, which is provided on their book values at rates calculated to write down each asset to its residual value on a straight-line basis over the expected useful economic lives, within the following range:

- Brands: 10% per annum;
- Computer software: 6% to 33% per annum

Tangible fixed assets

Tangible fixed assets are carried at cost less depreciation, which is provided on their book values at rates calculated to write down each asset to its residual value over its estimated remaining useful life on a straight-line basis, within the following ranges:

- Equipment, fixtures and fittings: 10% to 25% per annum

Investments

Investments held by the Company are stated at historical currency cost, less provision for any impairment in value, and translated into sterling in accordance with the policy set out above.

Pension costs and other post-retirement benefits

The costs of the defined contribution scheme, the Compass Retirement Income Savings Plan, are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

The Company is the principal employer of the Compass Group Pension Plan (the Plan) which is a defined benefit scheme closed to new entrants. No employees of the Company have accrued any benefits under this scheme since 5 April 2010. Under the rules of the Plan, the Company does not have any liability to pay ongoing contributions, including deficit recovery contributions. The assets and liabilities of the Plan are reflected within the financial statements of another group subsidiary which is the main participating employer.

In addition, the Company has entered into commitments to pay ex-gratia pensions to a number of former employees. The liability in respect of these pensions is included within the Company's balance sheet under the caption pension liabilities.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

1. Accounting policies (continued)

Taxation

Current tax is the expected tax payable on the taxable income for the period, using tax rates that have been enacted or substantively enacted in respect of that period by the balance sheet date.

Deferred tax is provided at the anticipated tax rates on temporary differences arising from the inclusion of items of income and expenditure in tax computations in periods different from those in which they are included in the financial statements. Deferred tax assets and liabilities are not discounted. Deferred tax assets are recognised to the extent that it is regarded as more likely than not that they will be recovered.

Share-based payments

The parent company, Compass Group PLC, issues equity-settled share-based payments to certain employees. The equity-settled share-based payments are measured at fair value (excluding the effect of non-market-based vesting conditions) at the date of grant. The fair value determined at the grant date is expensed on a straight-line basis over the vesting period, based on Compass Group PLC's estimate of the shares that will eventually vest and adjusted for the effect of non-market-based vesting conditions. Fair value is measured using the binomial distribution, Black-Scholes or Monte Carlo simulation option pricing models as is most appropriate for each scheme. The expected life used in the models has been adjusted, based on management's best estimate, for the effects of exercise restrictions and behavioural considerations.

Leases

At the inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if it conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Control is conveyed where the Company has both the right to direct the identified asset's use and to obtain substantially all the economic benefits from that use. The Company allocates the consideration in the contract to each lease and non-lease component. The non-lease component, where it is separately identifiable, is not included in the right of use asset.

When a lease is recognised in a contract, the Company recognises a right of use asset and a lease liability at the lease commencement date. The Company recognises a right of use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for leases of low value assets with an initial fair value less than approximately £5,000 and short term leases of 12 months or less. For these leases, the lease rentals are charged to the income statement as an operating expense on a straight line basis over the period of the lease.

The right of use asset is initially measured at cost, comprising the initial lease liability adjusted for any lease payments already made, plus any initial direct costs incurred and an estimate of restoration costs, less any lease incentives received. The right of use asset is subsequently depreciated on a straight line basis over the shorter of the lease term or the useful life of the underlying asset. The estimated useful lives of right of use assets are determined on the same basis as those of property, plant and equipment. The right of use asset is tested for impairment if there are any indicators of impairment.

The lease liability is measured at the present value of the lease payments that are reasonably certain and not paid at the commencement date, discounted at the Group's incremental borrowing rate specific to the term, country and start date of the lease. The lease liability is subsequently measured at amortised cost using the effective interest rate method. The lease liability is remeasured, with a corresponding adjustment to the right of use asset, by discounting the revised lease payments as follows:

- using the initial discount rate at the inception of the lease when lease payments change as a result of changes to residual value guarantees and changes in an index other than a floating interest rate

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

1. Accounting policies (continued)

Leases (continued)

- using a revised discount rate when lease payments change as a result of the Group's reassessment of whether it is reasonably certain to exercise a purchase, extension or termination option, changes in the lease term or as a result of a change in floating interest rates

The lease term is the non-cancellable period beginning at the contract commencement date plus periods covered by an option to extend the lease, if it is reasonably certain that the Group will exercise the option, and periods covered by an option to terminate the lease, if it is reasonably certain that the Group will not exercise this option.

Variable lease payments that are not included in the measurement of the lease liability are recognised in the consolidated income statement in the period in which the event or condition that triggers payment occurs.

No reassessment was performed as to whether existing contracts are, or contain, a lease at the date of initial application.

Financial Assets and Liabilities

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions and derecognised when it ceases to be party to such provisions. Such assets and liabilities are classified as current if they are expected to be realised or settled within 12 months of the balance sheet date. If not, they are recognised as non-current.

Financial assets and liabilities are initially recorded at fair value including, where permitted by IFRS 9, any directly attributable transaction costs. For those financial assets that are not subsequently held at fair value, the Company assesses whether there is evidence of impairment at each balance sheet date.

The Company classifies its financial assets and liabilities into the following categories:

- financial assets and liabilities at amortised cost,
- financial assets and liabilities at fair value through profit and loss.

Where financial assets or liabilities are eligible to be carried at either amortised cost or fair value the Company does not apply the fair value option.

The Company uses derivative financial instruments to manage its exposure to fluctuations in foreign exchange rates and interest rates. Derivative instruments utilised include interest rate swaps, currency swaps and forward currency contracts. The Company and Group policy is disclosed in the accounting policies to the consolidated financial statements of Compass Group PLC which can be viewed at www.compass-group.com.

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost unless they are part of a fair value hedge accounting relationship. Borrowings that are part of a fair value hedge accounting relationship are measured at amortised cost adjusted for the fair value attributable to the risk being hedged.

Amounts owed by Group undertakings are initially measured at fair value and are subsequently reported at amortised cost. Allowance losses on intercompany receivables are calculated by reviewing 12-month expected credit losses using historic and forward-looking data on credit risk.

Amounts owed to Group undertakings are initially measured at fair value and are subsequently reported at amortised cost. Non-interest-bearing payables are stated at their nominal value as they are due on demand.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

1. Accounting policies (continued)

Financial guarantees

Where the Company enters into financial guarantee contracts to guarantee the indebtedness of other companies within the Group, the Company considers these to be insurance arrangements and accounts for them as such. In this respect, the Company treats the guarantee contract as a contingent liability until such time as it becomes probable that the Company will be required to make a payment under the guarantee.

Turnover

Turnover represents income derived from contracts for the provision of services to third parties in exchange for consideration in the normal course of business. Turnover is recognised at an amount that reflects the consideration to which the Company expects to be entitled in exchange for these services and at a point when the performance obligations associated with these services have been satisfied.

2. Turnover, operating profit and net assets

	2020 £m	2019 £m
Turnover		
Advice and consultancy services		
Geographical analysis		
- United Kingdom	249.1	425.6
	<u>249.1</u>	<u>425.6</u>
	<u><u>249.1</u></u>	<u><u>425.6</u></u>
	2020	2019
	£m	£m
Operating Profit		
Geographical analysis		
- United Kingdom	104.0	341.4
- Continental Europe	(73.4)	(0.5)
	<u>30.6</u>	<u>340.9</u>
	<u><u>30.6</u></u>	<u><u>340.9</u></u>
	2020	2019
	£m	£m
Net assets		
Geographical analysis		
- United Kingdom	4,223.5	4,176.4
- Continental Europe	337.1	327.0
	<u>4,560.6</u>	<u>4,503.4</u>
	<u><u>4,560.6</u></u>	<u><u>4,503.4</u></u>

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

3. Operating profit

Operating profit is stated after charging:

	2020 £m	2019 £m
Staff costs	39.6	52.5
Depreciation of tangible fixed assets:		
- Owned assets	0.8	0.9
Depreciation of right of use assets:		
- Leased land and buildings	1.1	-
Amortisation of intangible assets		
- Owned assets	2.4	1.5
Profit on disposal on investment	-	(37.7)
Property lease rentals	-	1.3
Audit and non-audit services (see below)	1.3	2.0
Impairment losses – contract related non-current assets	0.4	-
Impairment of amounts owed by subsidiary undertakings	31.1	-
	<u>31.1</u>	<u>-</u>

Fees of £23,000 (2019: £23,000) were received by the auditor in respect of the Company's statutory audit for the current year.

4. Employees

Employee numbers and aggregate remuneration

	2020 Number	2019 Number
Average number of employees, including directors and part-time employees, was:		
- United Kingdom	243	180
- Overseas	20	53
	<u>263</u>	<u>233</u>
	2020 £m	2019 £m
Aggregate remuneration of all employees (including directors) comprised:		
Wages and salaries	33.4	39.7
Pension costs	3.3	3.2
Other social security costs	3.5	3.4
Share-based payments	(0.6)	6.2
	<u>39.6</u>	<u>52.5</u>

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

4. Employees (continued)

Directors' emoluments

The directors are remunerated for their services to the Group

	2020 £m	2019 £m
Remuneration of the Directors comprised:		
Wages and salaries	1.9	1.9
Bonus, supplement and benefits	0.5	2.9
Social security costs	0.9	1.2
Share-based payments	-	2.3
	<u>3.3</u>	<u>8.3</u>

Information on Compass Group PLC Directors' remuneration (including highest paid Director), equity incentive awards, pension contributions and entitlements is set out in pages 122 to 153 of the 2020 Annual Report of Compass Group PLC.

The aggregate of remuneration and amounts receivable under long term incentive schemes of the highest paid director was £1,162,000 (2019: £4,659,000), which includes Company pension contributions of £199,000 (2019: £191,000) were made to a money purchase scheme on his behalf. During the year, the highest paid director exercised share options and received shares under a long-term incentive scheme.

5. Other interest receivable and similar income

	2020 £m	2019 £m
Interest receivable from Group undertakings	80.7	99.5
Other interest receivable	0.1	-
	<u>80.8</u>	<u>99.5</u>

6. Other interest payable and similar expenses

	2020 £m	2019 £m
Interest payable to Group undertakings	128.6	166.8
Interest on defined benefit pension obligations	0.9	1.4
Interest payable on lease liabilities	0.8	-
	<u>130.3</u>	<u>168.2</u>

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

7. Tax charge on profit on ordinary activities

	2020 £m	2019 £m
UK corporation tax at 19.0% (2019: 19.0%)	(13.2)	(50.9)
Overseas tax	0.6	(8.8)
	<u>(12.6)</u>	<u>(59.7)</u>
Current tax charge on ordinary activities	(12.6)	(59.7)
UK deferred tax	(0.3)	0.7
Overseas deferred tax	12.1	-
	<u>(0.8)</u>	<u>(59.0)</u>
Adjustments in respect of prior years:		
UK corporation tax	1.7	(0.8)
Overseas corporation tax	2.4	-
	<u>3.3</u>	<u>(59.8)</u>

With effect from 1 October 2010, the Company agreed to bear the corporate income tax costs of the French fiscal unity (of which the Paris branch is the lead member) without recharging the other members of the fiscal unity.

Reconciliation of the tax charge to the tax charge at the UK statutory rate:

	2020 £m	2019 £m
Profit on ordinary activities before taxation	<u>42.8</u>	<u>1,132.9</u>
Tax charge on profit at the UK statutory rate of 19.0% (2019: 19.0%)	(8.1)	(215.3)
(Increase)/decrease resulting from:		
Permanent items	(0.5)	(6.4)
Transfer pricing adjustment	(0.5)	(0.1)
Non-taxable income from other Group companies	11.7	168.4
Non-deductible impairment of investment in subsidiaries	(14.4)	-
Non-taxable gain on disposal of business	-	7.2
Overseas tax of French subsidiaries borne	(12.9)	(8.7)
Impact of changes in statutory tax rates	1.9	-
Different rates of tax on overseas earnings	(3.8)	(4.1)
Prior year items	4.1	(0.8)
	<u>3.3</u>	<u>(59.8)</u>
Tax charge/(credit) on profit	<u>3.3</u>	<u>(59.8)</u>

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

8. Dividends

The Company did not pay any interim dividends to the parent company during the year on the Ordinary shares of 2.5 pence each.

Date	Currency	Value	Pence per share	2020 £m	2019 £m
5 September 2019	Euro	200,000,000	0.01069	-	181.8
5 September 2019	US Dollars	423,220,996	0.02262	-	350.9
				-	532.7

9. Other intangible assets

	Brands £m	Computer Software £m	Total £m
Cost			
At 1 October 2019	0.7	49.3	50.0
Additions	21.2	16.7	37.9
Transfers	-	4.4	4.4
Disposals	-	(0.4)	(0.4)
At 30 September 2020	21.9	70.0	91.9
Accumulated amortisation			
At 1 October 2019	0.6	3.6	4.2
Charge for the year	0.7	1.7	2.4
Transfers	-	2.7	2.7
At 30 September 2020	1.3	8.0	9.3
Net book value			
At 30 September 2019	0.1	45.7	45.8
At 30 September 2020	20.6	62.0	82.6

As a result of a Group acquisition, during the year the Company acquired the rights, title and interest to a number of Fazer trademarks and domain names. The total consideration for these trademarks was £20.8m.

The Company also acquired, from Foodbuy, LLC, a fellow group company, the rights to the Foodbuy trademark in a number of territories. The total consideration paid was £0.4m.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

10. Leases

The Company's lease portfolio consists of office premises. Lease terms are negotiated on an individual basis and contain a broad range of terms and conditions.

	Total £m
Right of use assets – Land and Buildings	
At 1 October 2019	11.7
Additions	-
Depreciation expense	(1.1)
Impairment	(0.4)
At 30 September 2020	10.2

Impairment losses of £0.4million were recognised on right of use assets during the year (2019: £nil) reflecting reduced forecast cash flow assumptions due to the COVID-19 pandemic. The interest expense on lease liabilities for the year ended 30 September 2020 is detailed in note 6.

	2020 £m
Lease liability maturity analysis	
Less than 1 year	1.7
Between 1 and 5 years	6.2
Over 5 years	9.6
Total undiscounted lease liabilities	17.5

11. Property, plant and equipment

	Total £m
Cost	
At 1 October 2019	23.0
Additions	0.2
Transfers	(4.4)
Disposals	(5.8)
At 30 September 2020	13.0
Accumulated depreciation	
At 1 October 2019	12.8
Charge for the year	0.8
Transfers	(2.7)
Disposals	(5.8)
At 30 September 2020	5.1
Net book value	
At 30 September 2019	10.2
At 30 September 2020	7.9

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

12. Investments held as fixed assets

	Investment in subsidiary undertakings £m
Cost	
At 1 October 2019	4,262.9
Additions	27.5
Foreign currency movements	25.3
At 30 September 2020	<u>4,315.7</u>
Provisions	
At 1 October 2019	45.1
Provisions made in the year	76.0
At 30 September 2020	<u>121.1</u>
Net book value	
At 30 September 2019	<u>4,217.8</u>
At 30 September 2020	<u><u>4,194.6</u></u>

During the year, the Company provided a capital contribution of EUR 30,300,000 to its subsidiary investment, Compass Group Austria Holdings One GmbH.

At the end of each reporting period the Company reviews whether there is objective evidence that the carrying value of the Company's investments indicate an impairment. If such an indication exists, the asset's recoverable amount is estimated. Following the annual impairment review, the directors have identified impairments totalling £76,000,000.

Further details of the principal subsidiary undertakings are given in note 23.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

13. Debtors

	2020 £m	2019 £m
Amounts falling due within one year		
Amounts owed by parent undertakings	1,133.7	1,225.7
Amounts owed by subsidiary undertakings	4,097.9	4,070.1
Corporation tax recoverable	66.5	-
Other tax and social security	2.1	1.6
Overseas tax recoverable	27.3	43.2
Other debtors	4.2	3.8
Prepayments and accrued income	0.4	0.9
	<u>5,332.1</u>	<u>5,345.3</u>
Amounts falling due after more than one year		
Deferred tax	27.2	15.0
	<u>27.2</u>	<u>15.0</u>

Deferred tax analysis

	2020 £m	2019 £m
Deferred tax assets		
UK capital allowances in excess of tax depreciation	(2.7)	(0.3)
UK short term temporary differences	7.6	6.3
UK pensions and post-employment benefits	9.7	8.9
Overseas short term temporary differences	-	0.1
Overseas tax losses	12.6	-
	<u>27.2</u>	<u>15.0</u>

Deferred tax has been provided in accordance with the accounting policy shown in note 1.

There is no unprovided deferred tax (2019: £nil).

The potential tax liabilities which might arise in the event of the unappropriated profits or reserves of overseas subsidiary companies being distributed have not been disclosed as there is no intention to distribute such profits or reserves.

The movement on deferred tax is as follows:

At 1 October 2019	15.0
Exchange adjustment	0.4
Credited to profit and loss account	11.8
	<u>11.8</u>
At 30 September 2020	27.2

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

14. Current liabilities

	2020 £m	2019 £m
Amounts owed to parent undertaking	2,254.3	2,264.1
Amounts owed to subsidiary undertakings	2,766.4	2,766.1
Bank overdraft	2.2	1.3
Trade creditors	1.9	2.2
Corporation tax payable	-	0.2
Other tax and social security	3.3	1.4
Overseas tax payable	-	0.1
Other creditors	2.5	3.2
Accruals and deferred income	36.7	36.8
	<u>5,067.3</u>	<u>5,075.4</u>

15. Non-current liabilities

	2020 £m	2019 £m
Retirement indemnity liabilities	<u>0.4</u>	<u>0.4</u>

16. Provisions for liabilities

	Total £m
Balance at 1 October 2019	2.8
Additions	10.2
Balance at 30 September 2020	<u>13.0</u>

The provision represents liabilities in respect of claims and is essentially long-term in nature. The timing of the settlement of these claims is uncertain. Provisions are discounted to present value where the effect is material using Compass Group PLC's weighted average cost of capital.

17. Called up share capital

	2020 £m	2019 £m
Allotted, called up and fully paid:		
Ordinary shares of 2.5p each – 18,711,213,926	467.8	467.8
Ordinary 'A' share of £1 each – 1	-	-
	<u>467.8</u>	<u>467.8</u>

The Ordinary 'A' share does not entitle the holder of the share to the payment of any dividends. On winding up or any other return of capital, the Ordinary 'A' share entitles the holder only to payment of the amount paid up on the share, after repayment to the holders of the Ordinary shares of the nominal amount paid up on the Ordinary shares held by them respectively and the payment of £100 on each Ordinary share. The Ordinary 'A' share entitles the holder to receive notice of and attend and speak at any general meeting of the Company. It also entitles the holder on a show of hands to cast one vote and on a poll to cast one more vote than the aggregate number of votes which can be cast on any resolution proposed thereat by the holders of the Ordinary shares in issue at the time of such meeting.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

18. Post-employment benefit obligations

The Company operates a number of defined contribution and defined benefit plans relating to both the employees and Executive Directors, in which other UK subsidiaries also participate. The schemes are self-administered and the schemes' assets are held independently of the UK Group's assets. Pension costs are assessed in accordance with the advice of independent, professionally qualified actuaries. The Group makes employer contributions to the various schemes in existence within a range of 2% to 57% of pensionable salaries (2019: 2% to 46%).

Within the UK there are three main arrangements, the Compass Retirement Income Savings Plan (CRISP), the Compass Group Pension Plan (the Plan), and the UK Group's stakeholder pension arrangement.

CRISP was launched on 1 February 2003. This has been the main vehicle for pension provision for new joiners in the UK since that date but existing members of the Plan had continued to accrue benefits under those arrangements up until 5 April 2010. CRISP is a contracted-in money purchase arrangement whereby the Company will match employee contributions up to 6% of pay (minimum 3%). Within CRISP a new defined contribution section was established from April 2006 known as the Compass Higher Income Plan (CHIP). Senior employees who contribute to CRISP will receive an additional employer-only contribution into CHIP. The amount of contribution and eligibility for CHIP are decided annually at the Company's discretion. The payment towards CHIP may be taken in part, or in whole, as a cash supplement instead of a pension contribution.

CRISP has a corporate trustee. The Chairman is a former employee of the Group. The other five trustee directors are UK based employees of the Group, three of whom have been nominated by CRISP members.

The Plan is a defined benefit arrangement of which the Company is the principal employer. However, all active members of the Plan are employed by other UK subsidiaries and so the Company has no liability for payment of contributions, including deficit recovery payments, other than in relation to a guarantee described in note 20. Full details of the financial position of the Plan may be found in the financial statements of Compass Group PLC.

The Company is subject to the Pension Automatic Enrolment Regulations for its workforce in the UK. Both the Plan and CRISP are compliant arrangements under these regulations and have been registered as such.

All new UK employees who meet the statutory eligibility criteria and are not already in one of these registered compliant arrangements have been automatically enrolled into the National Employment Savings Trust (NEST). The Company considers that NEST provides the right type of service, communication material and investment choice for our employees and that it has the capabilities to support a company as large and diverse as Compass.

The pension cost for the Company in the year was £3.3 million (2019: £3.2 million). The Company receives pension contributions from other UK companies in the Group which it pays to the pension schemes. At 30 September 2020 in the accounts of the Company there were no accrued liabilities for payment of contributions (2019: £nil).

Unapproved pension liabilities

The Company has agreed to pay unapproved pensions to a number of former employees. The obligations for these pensions are included in the Company's balance sheet.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

18. Post-employment benefit obligations (continued)

FRS 101 disclosures - Unapproved pension liabilities

Disclosures for the unapproved pension liabilities are set out below. These have been calculated on the following assumptions:

	At 30 September 2020	At 30 September 2019
Discount rate	1.7%	1.8%
Inflation	3.2%	3.3%
CPI inflation	2.2%	2.3%
Rates of increase of pensions for payment	3.1%	3.2%
Rates of increase for deferred pensions	2.2%	2.3%

The mortality assumptions used to value the current year unapproved pension liabilities are derived from the S3PA generational mortality tables (2019: S3PA generational mortality tables) with improvements in line with the 2019 projection model prepared by the Continuous Mortality Investigation of the UK actuarial profession (2019: 2018 model), with an S-kappa of 7.5, with 115% weighting for male non-pensioners, 111% for male pensioners (2019: 115% weighting for male non-pensioners, 111% for male pensioners) and 102% weighting for all females (2019: 102% weighting for all females), with a long term underpin of 1.5% p.a. (2019: 1.5% p.a). These mortality assumptions take account of experience to date and assumptions for further improvements in the life expectancy of scheme members. The Company estimates the duration of the unapproved pension liabilities to be 13 years (2019: 14 years).

Examples of the resulting life expectancies are as follows:

Life expectancy at age 65

	2020		2019	
	Male years	Female years	Male years	Female years
Member aged 65 in 2020 (2019)	21.5	24.4	21.5	24.4
Member aged 65 in 2045 (2044)	23.4	26.6	23.4	26.5

Movements in the present value of unapproved pension liabilities have been assessed with the advice of independent, professionally qualified actuaries.

	Year ended 30 September 2020 £m	Year ended 30 September 2019 £m
Unapproved pension liabilities		
At beginning of the year	52.3	48.0
Interest expense on benefit obligations	0.9	1.4
Benefits paid by the Company	(1.9)	(1.9)
Remeasurements – financial assumptions	0.5	7.1
Remeasurements – demographic assumptions	(0.2)	(2.6)
Remeasurements – experience	(0.3)	0.3
At 30 September	51.3	52.3

Measurement of the unapproved pension liabilities is particularly sensitive to changes in certain key assumptions, including the discount rate and life expectancy. An increase or decrease of 0.5 percentage points in the UK discount rate would result in a £3.3 million decrease or £3.4 million increase in the UK defined benefit

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

18. Post-employment benefit obligations (continued)

obligations respectively. An increase by one year in the life expectancy of members from age 65 would result in a £2.8 million increase in the unapproved pension liabilities.

19. Share-based payments

Income statement expense

The Company recognised a credit of £0.6 million (2019: charge £6.2 million) in respect of share-based payment transactions. All remaining share based payment plans are equity-settled.

The expense is broken down by share based payment scheme as follows:

	2020 £'m	2019 £'m
Long term incentive plans	(0.9)	5.5
Other share-based payment plans	0.3	0.7
	<u>(0.6)</u>	<u>6.2</u>

Long term incentive plans

Full details of The Compass Group PLC Long Term Incentive Plan 2010 and the Compass Group PLC Long Term Incentive Plan 2018 can be found in the Directors' Remuneration Report on pages 122 to 153 of the Compass Group PLC Annual Report.

The following table shows the movement in share awards during the year:

	2020 Number of shares	2019 Number of shares
Long term incentive plans		
Outstanding at 1 October	1,558,199	1,656,371
Awarded	538,794	631,595
Transfers (to)/from fellow subsidiaries	(54,418)	28,184
Vested	(342,596)	(492,229)
Cancelled	(132,620)	-
Lapsed	(49,204)	(265,722)
Outstanding at 30 September	<u>1,518,155</u>	<u>1,558,199</u>

The vesting conditions of the LTIP awards is included in the Remuneration Report in pages 122 to 153 of the Compass Group PLC annual report.

Assumptions - long term incentive plans	2020	2019
Expected volatility	29.1%	17.6%
Risk free interest rate	0.4%	1.2%
Dividend yield	2.2%	2.2%
Expected life	2.5 years	2.7 years
Weighted average share price at date of grant	<u>1,409.73p</u>	<u>1,746.52p</u>

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

19. Share based payments (continued)

Other share-based payment plans

The following table shows the movements in other smaller share based payments plans during the year:

	2020	2019
	Number of	Number of
	shares	shares
Other share-based payment plans		
Outstanding at 1 October	141,872	191,995
Awarded	113,984	73,590
Transfers (to)/from fellow subsidiaries	(6,688)	2,000
Vested, released and exercised	(62,898)	(90,215)
Lapsed (following net settlement)	-	(3,550)
Lapsed	(48,398)	(31,948)
Outstanding at 30 September	137,872	141,872

The expense relating to these plans is not significant and no further disclosure is necessary except for the general details provided below:

1. Share options

Full details of The Compass Group Share Option Plan 2010 (CSOP 2010), the Compass Group Share Option Plan (CSOP 2000), the Compass Group Management Share Option Plan (Management Plan) (collectively the Executive and Management Share Option Plans) and the UK Sharesave Plan are set out in prior years' annual reports which are available on the Compass Group PLC website www.compass-group.com.

2. Deferred annual bonus plan (DAB)

Certain senior executives participate in the DAB. A portion of the annual bonus awarded to certain executives is converted into shares. Subject to the achievement of local organic revenue growth and cumulative PBIT over the three-year deferral period, the number of deferred shares may be increased. Enhancements to the deferred shares are only released to the participants subject to the performance levels being met. The last award under this plan was made in November 2018.

3. Restricted shares

The plan is designed to make occasional awards to certain employees in order to incentivise the achievement of particular business objectives under specific circumstances or where similar such shares have been forfeited by a new employee on joining the Company. The plan can take different forms such as an award of shares dependent on a service or achievement of specific performance conditions other than service.

20. Guarantees

Compass Group Holdings PLC has entered into a guarantee with the trustees of the Compass Group Pension Plan (the Plan). Should the participating employers (which are subsidiaries of Compass Group Holdings PLC) fail to pay contributions due to the Plan under the terms of the agreed Schedule of Contributions and Deficit Recovery Plan, then the Company has guaranteed that it will meet those obligations. As at 30 September 2020, the Plan had net assets of £441 million (2019: £448 million).

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

21. Ultimate parent company and controlling entity

The ultimate parent company and controlling entity, Compass Group PLC, is the parent undertaking of the largest and smallest group of undertakings for which Group accounts are drawn up. The immediate parent companies are Hospitality Holdings Limited and Compass Group PLC.

Hospitality Holdings Limited and Compass Group PLC are incorporated in the United Kingdom and registered in England and Wales.

Copies of the Compass Group PLC financial statements are available from its registered address: Compass House, Guildford Street, Chertsey, Surrey KT16 9BQ or from the Compass Group PLC website at www.compass-group.com

22. Post balance sheet events

A post-Brexit deal on trade and other issues was agreed in December 2020 between the UK and the EU. While there is clearly more for the UK and EU to work through, we believe that the deal as agreed, coupled with our own contingency planning, means we do not expect any material financial or operational impact resulting from Brexit.

23. Details of related undertakings of Compass Group Holdings PLC

All companies listed below are owned by the Company and all interests are in the ordinary share capital, except where otherwise indicated. All subsidiaries have been consolidated. All companies operate principally in their country of incorporation.

PRINCIPAL SUBSIDIARIES	COUNTRY OF INCORPORATION	% HOLDING	PRINCIPAL ACTIVITIES
Ground Floor 35 - 51 Mitchell Street, McMahon's Point, NSW 2060, Australia			
Compass Group (Australia) Pty Limited	Australia	100	Food and support services
Chaussée de Haecht 1179, B-1130 Bruxelles, Belgium			
Compass Group Belgilux S.A.	Belgium	100	Food services
Rua Tutoia, 119, Vila Mariana, São Paulo, 04007-000, Brazil			
GR Serviços e Alimentação Ltda. (i)	Brazil	100	Food and support services
1 Prologis Boulevard, Suite 400, Mississauga, Ontario L5W 0G2, Canada			
Compass Group Canada Ltd. Groupe Compass Canada Ltée (iii)(iv)(v)(vi)(viii)	Canada	100	Food and support services
Av. del Valle 787, 5th floor, Huechuraba, Santiago, Chile			
Compass Catering Y Servicios Chile Limitada	Chile	100	Food and support services
Rued Langgards Vej 8, 1. sal, 2300 København S, DK, Denmark			
Compass Group Danmark A/S	Denmark	100	Food services
P.O. Box 210, FI-00281 Helsinki, Finland			
Compass Group FS Finland Oy	Finland	100	Food services
123 Avenue de la République – Hall A, 92320 Châtillon, France			
Compass Group France Holdings SAS (i)	France	100	Holding company
Compass Group France SAS	France	100	Food and support services
Helfmann-Park 2, 65760, Eschborn, Germany			
Compass Group Deutschland GmbH	Germany	100	Holding company
Eurest Deutschland GmbH	Germany	100	Food service to business and industry

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Eurest Services GmbH	Germany	100	Support services to business and industry
Medirest GmbH & Co OHG	Germany	100	Food service to the healthcare and senior living market
Via Angelo Scarsellini, 14, 20161, Milano, Italy			
Compass Group Italia S.p.A.	Italy	100	Food and support services
Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan			
Seiyo Food-Compass Group, Inc.	Japan	100	Food and support services
Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands			
Compass Group International B.V.	Netherlands	100	Holding company
Compass Group Nederland B.V.	Netherlands	100	Food and support services
Compass Group Nederland Holding B.V.	Netherlands	100	Holding company
Drengsrudbekken 12, 1383, PO Box 74, NO-1371, Asker, Norway			
Compass Holding Norge A/S	Norway	100	Holding company
Calle Pinar de San José 98 planta 1ª 28054 Madrid, Spain			
Eurest Colectividades S.L.U.	Spain	100	Food and support services
Box 1222, 164 28, Kista, Sweden			
Compass Group Sweden AB	Sweden	100	Holding company
Box 30170, 104 25 Stockholm, Sweden			
Compass Group FS Sweden AB	Sweden	100	Food services
Oberfeldstrasse 14, 8302, Kloten, Switzerland			
Compass Group (Schweiz) AG	Switzerland	100	Food and support services
Restorama AG	Switzerland	100	Food service
İçlerenköy Mah. Yesil vadi sokak, No: 3 D: 12-13-14, 34752 Atasehir, Istanbul, Turkey			
Sofra Yemek Üretim Ve Hizmet A.Ş. (iii)	Turkey	100	Food and support services
Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom			
Compass Contract Services (U.K.) Limited	UK	100	Food and support services
Compass Group, UK and Ireland Limited	UK	100	Holding company
Foodbuy Europe Limited (iii)(iv)	UK	100	Client procurement services management in the UK
2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA			
Bon Appétit Management Co. (viii)	USA	100	Food service
251 Little Falls Drive, Wilmington, DE 19808, USA			
Compass Group USA Investments Inc.	USA	100	Holding company
Compass Group USA, Inc. (viii)	USA	100	Food and support services
Crothall Services Group	USA	100	Support services to the healthcare market
Foodbuy, LLC	USA	100	Purchasing services in North America
Restaurant Associates Corp.	USA	100	Fine dining facilities
80 State Street, Albany, NY 12207-2543, USA			
Flik International Corp.	USA	100	Fine dining facilities
801 Adlai Stevenson Drive, Springfield, IL 62703, USA			
Levy Restaurants Limited Partnership	USA	100	Fine dining and food service at sports and entertainment facilities
40 Technology Pkwy South, #300, Norcross, GA 30092, USA			
Morrison Management Specialists, Inc. (viii)	USA	100	Food service to the healthcare and senior living market

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

OTHER WHOLLY OWNED SUBSIDIARIES	COUNTRY OF INCORPORATION	% HOLDING
Chez: Eurojapan Résidence No.23, RN n°3 BP 398, Hassi Messaoud, Algeria		
Eurest Algeria SPA (i)	Algeria	100
Condominio Dolce Vita, Via S8, Edificio 1D, Fração A & B, 2º andar, Talatona, Município de Belas, Luanda, República de Angola		
Express Support Services, Limitada	Angola	100
Esteban Echeverría 1050, 6th floor, Vicente Lopez (1602), Buenos Aires, Argentina		
Servicios Compass de Argentina S.A.	Argentina	100
Ground Floor 35 – 51 Mitchell Street, McMahon's Point, NSW 2060, Australia		
Compass Australia PTY Ltd (ii)	Australia	100
Compass (Australia) Catering & Services PTY Ltd (iii)(iv)	Australia	100
Compass Group B&I Hospitality Services PTY Ltd	Australia	100
Compass Group Defence Hospitality Services PTY Ltd	Australia	100
Compass Group Education Hospitality Services PTY Ltd	Australia	100
Compass Group Healthcare Hospitality Services PTY Ltd	Australia	100
Compass Group Health Services Pty Ltd	Australia	100
Compass Group Management Services PTY Ltd	Australia	100
Compass Group Relief Hospitality Services PTY Ltd	Australia	100
Compass Group Remote Hospitality Services PTY Ltd	Australia	100
Delta Facilities Management PTY Ltd	Australia	100
Delta FM Australia PTY Ltd	Australia	100
Eurest (Australia) – Victoria PTY Ltd	Australia	100
Eurest (Australia) Food Services – NSW Pty Ltd	Australia	100
Eurest (Australia) Food Services – Wollongong PTY Ltd	Australia	100
Eurest (Australia) Food Services PTY Ltd	Australia	100
Eurest (Australia) Licence Holdings PTY Ltd	Australia	100
Eurest (Australia) PTY Ltd	Australia	100
Foodbuy Pty Ltd	Australia	100
LAPG Education PTY Ltd	Australia	100
LAPG PTY Ltd	Australia	100
Life's A Party Group PTY Ltd	Australia	100
Life's A Party PTY Ltd	Australia	100
Omega Security Services PTY Ltd	Australia	100
Restaurant Associates (Australia) PTY Ltd	Australia	100
Sargem PTY Ltd	Australia	100
Level 22, 135 King Street, Sydney, NSW 2000, Australia		
MBM Integrated Services Pty (ii)	Australia	100
IZD Tower, Wagramer Strasse 19/4. Stock, 1220 Wien, Austria		
Compass Group Austria Holdings One GmbH	Austria	100
Compass Group Austria Holdings Two GmbH	Austria	100
Eurest Restaurationsbetriebsgesellschaft m.b.H	Austria	100
Kunz Gebäudereinigung GmbH	Austria	100
Chaussée de Haecht 1179, B-1130 Brussels, Belgium		
Compass Group Service Solutions S.A.	Belgium	100
F.L.R. Holding S.A. (ii)	Belgium	100
Xandrion Belgie BVBA	Belgium	100
Rua Orissanga, 200, 1st Floor, Mirandópolis, São Paulo, 04.052-030, Brazil		
Clean Mall Serviços Ltda.	Brazil	100

Compass Group Holdings PLC

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For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Rua Orissanga, 200, 3rd Floor, Mirandópolis, São Paulo, 04.052-030, Brazil GRSA Serviços LTDA.	Brazil	100
Craigmuir Chambers, PO Box 71, Roadtown, Tortola, VG1110, British Virgin Islands Compass Group Holdings (BVI) Limited	British Virgin Islands	100
c/o Action Group Ltd., No.12, Street 614, Sangkat Boeung Kok II, Khan Tuol Kork, Phnom Penh City, Cambodia Compass Group (Cambodia) Co. Ltd. (ii)	Cambodia	100
100, Rue n° 1044 Hydrocarbures, Bonapriso, BP 5767, Douala, Cameroon Eurest Cameroun SARL (ii)	Cameroon	100
Eurest Camp Logistics Cameroun SARL (ii)	Cameroon	100
1 Prologis Boulevard, Suite 400, Mississauga, Ontario L5W 0G2, Canada 1912219 Ontario Inc. (iii)(iv)(v)(vi)(viii)	Canada	100
Canteen of Canada Limited (iii)	Canada	100
Compass Canada Support Services Ltd (iii)(iv)(v)(vi)(viii)	Canada	100
Compass Group Ontario Ltd. (iii)	Canada	100
Suite 2300, Bentall 5, 550 Burrard Street, Vancouver, BC V6C 2B5, Canada Tejazz Management Services Inc. (iii)	Canada	100
1969 Upper Water Street, Purdy's Wharf Tower II, Suite 1300, Halifax, NS B3J 3R7, Canada Crothall Services Canada Inc. (iii)(iv)	Canada	100
1959 Upper Water Street, Suite 1100, Halifax, Nova Scotia, B3J 3E5, Canada East Coast Catering (NS) Limited (iii)	Canada	100
30 Queen's Road, St. John's, Newfoundland and Labrador, A1C 2A5, Canada East Coast Catering Limited (iii)(iv)(viii)(v)	Canada	100
Long Harbour Catering Limited Partnership (x)	Canada	100
Long Harbour Catering Limited (iii) (viii)	Canada	100
421 7th Avenue SW, Suite 1600, Calgary, Alberta, T2P 4K9, Canada Great West Catering Ltd. (iii)	Canada	100
Tamarack Catering Ltd. (iii)	Canada	100
2580 Rue Dollard, Lasalle, Quebec, H8N 1T2, Canada Groupe Compass (Québec) Ltée (iii)(iv)(v)(vi)(viii)	Canada	100
550 Burrard Street, Suite 2300, Bentall 5, P.O. Box 30, Vancouver, British Columbia, V6C 2B5, Canada Town Square Food Services Ltd. (iii)	Canada	100
Av. del Valle 787, 5th floor, Huechuraba, Santiago, Chile Cadelsur S.A.	Chile	100
Compass Catering S.A.	Chile	100
Compass Servicios S.A.	Chile	100
Scolarest S.A.	Chile	100
No. 1999 Floor 2, Xin Zhu Road, Minhang District, 200237, China Compass (China) Management Services Company Limited	China	100
Room 401 No.2536, Pudong Avenue, Pudong District, Shanghai 200135, China Shanghai Eurest Food Technologies Service Co., Ltd.	China	100
Calle 98#11B – 29 Bogotá - Colombia Compass Group Services Colombia S.A.	Colombia	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Enceinte de Brometo Centre Ville, BP 5208, Pointe-Noire, The Democratic Republic of the Congo Eurest Services Congo SARL (ii)	Congo	100
195, Arch. Makariou III Avenue, Neocleous House, 3030 Limassol, Cyprus ESS Design & Build Ltd (ii)	Cyprus	100
Jankovcova, 1603/47a, Holešovice 170 00, Prague 7, Czech Republic Compass Group Czech Republic s.r.o.	Czech Republic	100
SCOLAREST- zařízení školního stravování spol. s.r.o.	Czech Republic	100
Skibhusvej 52 A, 1, Postboks 49, 5000 Odense C, Denmark Compass Group FS Denmark A/S	Denmark	100
Harju maakond, Saku vald, Jälgimäe küla, Jälgimäe tee 14, 76404, Estonia Compass Group FS Estonia OÜ	Estonia	100
PO Box 210, FL-00281, Helsinki, Finland Compass Group Finland OY	Finland	100
123 Avenue de la République – Hall A, 92320 Châtillon, France 7000 Set Meal SAS	France	100
Academie Formation Groupe Compass SAS	France	100
Caterine Restauration SAS	France	100
Delisaveurs SAS	France	100
Eurest Sports & Loisirs SAS	France	100
La Puyfolaie de Restauration SAS	France	100
Levy Restaurants France SAS	France	100
Mediance SAS	France	100
Memonett SAS	France	100
Servirest SAS	France	100
SHRM Angola SAS (ii)	France	100
Société De Prestations En Gestion Immobiliere SAS	France	100
Société Nouvelle Lecocq SAS	France	100
Sud Est Traiteur SAS	France	100
Rue des Artisans, ZA de Bel Air, 12000 Rodez, France Central Restauration Martel (CRM)	France	100
Zone Artisanale, 40500 Bas Mauco, France Culinaire Des Pays de L'Adour SAS	France	100
40, Bd de Dunkerque, 13002 Marseille, France Société International D'Assistance SA (ii)	France	100
Lieu Dit la Prade, 81580 Soual, France Occitanie Restauration SAS	France	100
3 rue Camille Claudel Atlanparc Bat.M, Zone Kerluherne, CS 20043, 56890 Plescop, France Oceane de Restauration SAS	France	100
Rue Eugène Sué, Zone Industrielle de Blanzat, 03100 Montluçon, France Sogirest SAS	France	100
ZONE OPRAG, (Face á Bernabé Nouveau Port), BP 1292, Port Gentil, Gabon Eurest Support Services Gabon SA (ii)	Gabon	100
Helfmann-Park 2, 65760, Eschborn, Germany Compass Group GmbH	Germany	100
Eurest Bremen GmbH	Germany	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Eurest Köln GmbH	Germany	100
Eurest Süd GmbH	Germany	100
Food affairs GmbH	Germany	100
Kanne Café GmbH	Germany	100
Menke Menue GmbH	Germany	100
Royal Business Restaurants GmbH	Germany	100
S.B. Verwaltungs GmbH	Germany	100
Konrad-Zuse-Platz 2, 81829 München, Germany		
Leonardi EPM GmbH	Germany	100
Leonardi HPM GmbH	Germany	100
Leonardi Vermögensverwaltungs GmbH	Germany	100
Leonardi Betriebsverwaltungs GmbH	Germany	100
Leonardi GmbH & Co. KG	Germany	100
Leonardi Kaffee neu entdecken GmbH & Co. KG	Germany	100
Leonardi SVM GmbH	Germany	100
Sankt-Florian-Weg 1, 30880, Laatzen, Germany		
Eurest West GmbH & Co. KG	Germany	100
orgaMed Betriebsgesellschaft für Zentralsterilisationen GmbH	Germany	100
PLURAL Gebäudemanagement GmbH	Germany	100
PLURAL Personalservice GmbH	Germany	100
PLURAL servicepool GmbH	Germany	100
Pfaffenwiese, 65929 Frankfurt/M., Germany		
LPS Event Gastronomie GmbH	Germany	100
Zum Fliegerhorst 1304, 63526 Erlensee, Germany		
Foodbuy CE GmbH (ii)	Germany	100
M.S.G. Frucht GmbH	Germany	100
PO Box 119, Martello Court, Admiral Park, St Peter Port, Guernsey, GY1 3HB		
Compass Group Finance Ltd (i)	Guernsey	100
Room 805, 8/F, New Kowloon Plaza, 38 Tai Kok Tsui Road, Kowloon, Hong Kong		
Compass Group Hong Kong Ltd	Hong Kong	100
Encore Catering Ltd	Hong Kong	100
Shing Hin Catering Group Ltd	Hong Kong	100
Irinyi József u. 4-20. B épület, H-1117 Budapest, Hungary		
Eurest Étteremüzemeltető Korlátolt Felelősségű Társaság	Hungary	100
Spaze I - Tech Park, Tower A, Sohna Road, Sector 49 Gurgaon, Gurgaon HR 122018 IN, India		
Compass Group (India) Support Services Private Ltd	India	100
Unit #401, 4th Floor, Tower A, Spaze I – Tech Park Sohna Road, Sector 49 Gurgaon, Gurgaon HR 122018 IN, India		
Compass India Support Services Private Limited	India	100
3rd Floor, 43a, Yeats Way, Parkwest Business Park, Dublin 12, Ireland		
Catering Management Ireland Limited (ii)	Ireland	100
Cheyenne Limited (ii)	Ireland	100
Tower House, Loch Promenade, Douglas, IM1 2LZ, Isle of Man		
Queen's Wharf Insurance Services Limited (viii)	Isle of Man	100
Shin-Hie Building 2nd Floor, 3-3-3, Hakataeki-Higashi, Hakata-ku, Fukuoka-City, Fukuoka-Prefecture, 812-0013 Japan		
Eishoku-Medix, Inc.	Japan	100

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Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan		
Eurest Japan, Inc.	Japan	100
Fuyo, Inc.	Japan	100
MFS, Inc.	Japan	100
Nihon Kyushoku Service, Inc.	Japan	100
Seiyo Food-Compass Group Holdings, Inc.	Japan	100
060011, Atyrauskaya Oblast, Atyrau City, Beibarys Sultan Avenue 506, Kazakhstan		
Compass Kazakhstan LLP	Kazakhstan	100
Eurest Support Services Kazakhstan LLP	Kazakhstan	100
ESS Support Services LLP	Kazakhstan	100
209/8919 Sigma Road Off Enterprises Road, PO BOX 14 662, Nairobi, Kenya		
Kenya Oilfield Services Ltd (ii)	Kenya	100
19, Rue Léon Laval, L-3372 Leudelange, Luxembourg		
Eurest Luxembourg S.A.	Luxembourg	100
IMMO Capellen S.A.	Luxembourg	100
Innoclean S.A.	Luxembourg	100
Novelia Senior Services S.A.	Luxembourg	100
Level 21, Suite 21.01, The Gardens South Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia		
Compass Group Malaysia Sdn Bhd	Malaysia	100
Riaaxis Sdn. Bhd. (ii)	Malaysia	100
Genviolet Sdn. Bhd. (ii)	Malaysia	100
50-8-1, TKT.8, Wsima UOA Damansara, 50 Jalan. Dungun, Damansara Heights, Kuala Lumpur, 50490, Malaysia		
S.H.R.M. Sdn. Bhd. (ii)	Malaysia	100
Calle Jaime Balmes 11, Oficina 101 letra D, Colonia Los Morales Polanco, Alcaldía Miguel Hidalgo, 11510 Ciudad de México, Mexico		
Compass México Servicios de Soporte, S.A. De C.V. (iii) (iv)	Mexico	100
Eurest Proper Meals de Mexico S.A. de C.V. (iii)(iv)	Mexico	100
Servicios Corporativos Eurest-Proper Meals de Mexico S.A. De C.V. (iii)(iv)	Mexico	100
c/o 251 Little Falls Drive, Wilmington, DE 19808, USA		
Food Works of Mexico, S. de R.L. de C.V. (ii)(iii)(iv)	Mexico	100
Food Works Services of Mexico, S. de R.L. De C.V. (ii)(iii)(iv)	Mexico	100
Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands		
Aurora HoldCo B.V.	Netherlands	100
CGI Holdings (2) B.V.	Netherlands	100
Compass Group Holding B.V.	Netherlands	100
Compass Group Finance Netherlands B.V.	Netherlands	100
Compass Group International 2 B.V.	Netherlands	100
Compass Group International 3 B.V.	Netherlands	100
Compass Group International 4 B.V.	Netherlands	100
Compass Group International 5 B.V.	Netherlands	100
Compass Group International 6 B.V. (ii)	Netherlands	100
Compass Group International 9 B.V.	Netherlands	100
Compass Group International 10 B.V. (ii)	Netherlands	100
Compass Group International ESS Shanghai B.V. (ii)	Netherlands	100
Compass Group International Finance 1 B.V.	Netherlands	100
Compass Group International Finance 2 B.V.	Netherlands	100
Compass Group Shanghai Eurest B.V. (ii)	Netherlands	100
Compass Group Vending Holding B.V.	Netherlands	100
Compass Hotels Chertsey B.V.	Netherlands	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Eurest Services B.V.	Netherlands	100
Eurest Support Services (ESS) B.V.	Netherlands	100
Eurest Support Services Sakhalin B.V. (ii)	Netherlands	100
Stichting Forte International	Netherlands	100
Luzernestraat 57, 2153 GM, Nieuw-Vennep, Netherlands		
Famous Flavours B.V. (viii)	Netherlands	100
Stationsweg 95, 6711 PM Ede, Netherlands		
Xandrion B.V.	Netherlands	100
85 Avenue du Général de Gaulle, Immeuble Carcopino 3000, BP 2353, 98846 Nouméa Cedex, New Caledonia		
Eurest Caledonie SARL (ii)	New Caledonia	100
Level 3, 15 Sultan Street, Ellerslie 1051, New Zealand		
Compass Group New Zealand Limited	New Zealand	100
Crothall Services Group Limited (ii)	New Zealand	100
Eurest NZ Limited (ii)	New Zealand	100
Drengsrudbekken 12, 1383, PO Box 74, NO-1371, Asker, Norway		
Eurest A/S (iii)	Norway	100
Compass Group FS Norway A/S	Norway	100
Forusparken 2, 4031 Stavanger, Postboks 8083 Stavanger Postterminal, 4068, Stavanger, Norway		
ESS Mobile Offshore Units A/S	Norway	100
ESS Support Services A/S	Norway	100
c/o Warner Shand Lawyers Waigani, Level 1 RH Hypermarket, Allotment 1 Section 479 (off Kennedy Road), Gordons NCD, Papua New Guinea		
Eurest (PNG) Catering & Services Ltd (ii)	Papua New Guinea	100
Unit 2410 24th flr, City & Land Mega Plaza, ADB Ave., Ortigas Ctr., San Antonio, Pasig City 1605, Philippines		
Compass Group Philippines Inc (ii)	Philippines	100
Ul. Olbrachta 94, 01-102 Warszawa, Poland		
Compass Group Poland Sp. Z o.o.	Poland	100
Edifício Prime, Avenida da, Quinta Grande, 53-60, Alfragide 2614-521 Amadora, Portugal		
Eurest (Portugal) – Sociedade Europeia de Restaurantes, Lda.	Portugal	100
Eurest Catering & Services Group Portugal, Lda.	Portugal	100
București Sectorul 4, Strada Sold., Ilie Șerban, Nr. 8B., Romania		
Eurest ROM SRL	Romania	100
7 Gasheka Street, Bld. 1, 123056, Moscow, Russia		
Aurora Rusco OOO	Russia	100
20 Kulakova Street, Bld 1, Premises III, Floor 4, Room 2, Moscow, Russia		
Compass Group Rus OOO	Russia	100
11 Changi South Street 3, Builders Shop Building, #04-02/03, 486122, Singapore		
Compass Group (Singapore) PTE Ltd (iii)(iv)	Singapore	100
SHRM Far East Pte Ltd (ii)	Singapore	100
8 Marina Boulevard, # 05-02, Marina Bay Financial Centre, 018981, Singapore		
Compass Group Asia Pacific PTE. Ltd (i)(ii)	Singapore	100
Karadžičova 2, Staré mesto, 811 09 Bratislava, Slovakia		
Compass Group Slovakia s. r. o.	Slovakia	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Calle Frederic Mompou 5, planta 5a, Edificio Euro 3, 08960, San Just Desvern, Barcelona, Spain		
Asistentes Escolares, S.L.	Spain	100
Eurest Catalunya, S.L.U.	Spain	100
Medirest Social Residencias, S.L.U.	Spain	100
Calle Castilla 8-10 – C.P. 50.009, Zaragoza, Spain		
Servicios Renovados de Alimentacion, S.A.U.	Spain	100
Calle Pinar de San José 98, Planta 1a, 28054, Madrid, Spain		
Eurest Club de Campo, S.L.U.	Spain	100
Eurest Servicios Feriales, S.L.U.	Spain	100
Poligono Ugaldeguren 1, Parcela 7, 48160 Derio (Vizcaya), Spain		
Eurest Euskadi S.L.U.	Spain	100
Calle R, s/n, Mercapalma, 07007 Palma de Mallorca, Balears, Spain		
Compass Group Holdings Spain, S.L.U.	Spain	100
Levy Compass Group Holdings, S.L. (ii)	Spain	100
Box 1222, 164 28, Kista, Sweden		
Compass Group AB	Sweden	100
c/o BDO AG, Industriestrasse 53 6312 Steinhausen, Switzerland		
Creative New Food Dream Steam GmbH	Switzerland	100
Oberfeldstrasse 14, 8302, Kloten, Switzerland		
Eurest Services (Switzerland) AG	Switzerland	100
Royal Business Restaurants GmbH	Switzerland	100
c/o Ueltschi Solutions GmbH, Gwattstrasse 8, CH-3185 Schmitten, Switzerland		
Sevita AG (ii)	Switzerland	100
Sevita Group GmbH	Switzerland	100
İçerenköy Mah. Yesil vadi sokak, No: 3 D: 9, 34752 Atasehir, Istanbul, Turkey		
Euroserve Güvenlik A.Ş.	Turkey	100
İçerenköy Mah. Yesil vadi sokak, No: 3 D: 10, 34752 Atasehir, Istanbul, Turkey		
Euroserve Hizmet ve İşletmecilik A.Ş.	Turkey	100
İçerenköy Mah. Yesil vadi sokak, No: 3 D: 13, 34752 Atasehir, Istanbul, Turkey		
Turkaş Gıda Hizmet ve İşletmecilik A.Ş.	Turkey	100
Dubai Airport Free Zone, Dubai, United Arab Emirates		
Compass Camea FZE	UAE	100
Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom		
14Forty Limited (ii)	UK	100
Bateman Catering Limited (ii)(vii)	UK	100
Bateman Healthcare Services Limited (ii)	UK	100
Business Clean Limited (ii)	UK	100
Castle Independent Limited	UK	100
Caterskill Group Limited (ii)	UK	100
Caterskill Management Limited (ii)	UK	100
Chalk Catering Ltd (ii)	UK	100
Chartwells Limited (ii)	UK	100
Cleaning Support Services Limited (ii)	UK	100
Compass Experience Limited (ii)(vii)	UK	100
Compass Group Medical Benefits Limited (ii)	UK	100
Compass Mobile Catering Limited (ii)	UK	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Compass Payroll Services Limited (ii)	UK	100
Compass Purchasing Limited	UK	100
Compass Restaurant Properties Limited (ii)(vii)	UK	100
Compass Security Limited (ii)(vii)	UK	100
Compass Security Oldco Group Limited (ii)	UK	100
Compass Security Oldco Holdings Limited (ii)	UK	100
Compass Security Oldco Investments Limited (ii)	UK	100
Compass Services (Midlands) Limited (ii)	UK	100
Compass Services (U.K.) Limited	UK	100
Compass Staff Services Limited (ii)	UK	100
CRBS Resourcing Limited (ii)	UK	100
Cygnets Food Holdings Limited (ii)	UK	100
Cygnets Foods Limited	UK	100
Dine Contract Catering Limited	UK	100
Eaton Catering Limited (ii)	UK	100
Eaton Wine Bars Limited (ii)	UK	100
Eurest Airport Services Limited (ii)	UK	100
Eurest Offshore Support Services Limited (ii)(viii)	UK	100
Eurest Prison Support Services Limited (ii)	UK	100
Everson Hewett Limited (iii)(iv)	UK	100
Facilities Management Catering Limited (ii)	UK	100
Fairfield Catering Company Limited (ii)	UK	100
Fingerprint Managed Services Limited (ii)	UK	100
Goodfellows Catering Management Services Limited	UK	100
Gruppo Events Limited (ii)	UK	100
Hallmark Catering Management Limited (ii)	UK	100
Hamard Catering Management Services Limited (ii)(vii)	UK	100
Hamard Group Limited (ii)	UK	100
Hospital Hygiene Services Limited (ii)	UK	100
ICM Five Star Limited (ii)	UK	100
Integrated Cleaning Management Limited	UK	100
Integrated Cleaning Management Support Services Limited	UK	100
Keith Prowse Limited (ii)	UK	100
Knott Hotels Company of London (ii)	UK	100
Langston Scott Limited (ii)	UK	100
Leisure Support Services Limited (iii)(iv)	UK	100
Leith's Limited (ii)	UK	100
Letheby & Christopher Limited	UK	100
Meal Service Company Limited (ii)	UK	100
Milburns Catering Contracts Limited (ii)	UK	100
Milburns Restaurants Limited (ii)(iii)	UK	100
National Leisure Catering Limited (ii)	UK	100
NLC (Holdings) Limited (ii)	UK	100
NLC (Wembley) Limited (ii)	UK	100
P & C Morris Catering Group Limited (ii)	UK	100
Payne & Gunter Limited	UK	100
PDM Training and Compliance Services Limited (ii)	UK	100
Pennine Services Limited (ii)	UK	100
Peter Parfitt Leisure Overseas Travel Limited	UK	100
Peter Parfitt Sport Limited (ii)(vii)	UK	100
PPP Infrastructure Management Limited	UK	100
Reliable Refreshments Limited	UK	100
Roux Fine Dining Limited (ii)	UK	100
Security Office Cleaners Limited (ii)	UK	100
Solutions on Systems Ltd (ii)	UK	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Sunway Contract Services Limited	UK	100
Sycamore Newco Limited	UK	100
The Bateman Catering Organization Limited (ii)(viii)	UK	100
The Cuisine Centre Limited (ii)	UK	100
Vendepac Holdings Limited (viii)	UK	100
Wembley Sports Arena Limited (ii)	UK	100
Woodin & Johns Limited	UK	100

Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ, United Kingdom

Audrey (London) Limited (ii)	UK	100
Audrey Investments Limited (ii)	UK	100
Bateman Services Limited (ii)	UK	100
Compass Group Finance No.3 Limited	UK	100
Compass Group Finance No.5 Limited (ii)(xi)	UK	100
Compass Group North America Investments No.2	UK	100
Compass Group North America Investments Limited	UK	100
Compass Group Pension Trustee Company Limited (i)(ii)	UK	100
Compass Group Procurement Limited	UK	100
Compass Group Trustees Limited (i)(ii)	UK	100
Compass Healthcare Group Limited (i)(ii)(viii)	UK	100
Compass Hospitality Group Holdings Limited (i)(ii)	UK	100
Compass Hospitality Group Limited (ii)	UK	100
Compass Hotels Chertsey (iii)	UK	100
Compass Nominee Company Number Fourteen Limited (ii)	UK	100
Compass Overseas Holdings Limited (i)	UK	100
Compass Overseas Holdings No.2 Limited (i)	UK	100
Compass Overseas Services Limited (ii)	UK	100
Compass Pension Trustees Limited (i)(ii)	UK	100
Compass Quest Limited (i)(ii)	UK	100
Compass Secretaries Limited (i)(ii)	UK	100
Compass Site Services Limited (ii)(vii)	UK	100
Compass UK Pension Trustee Co Limited (i)(ii)	UK	100
Crisp Trustees Limited (i)(ii)	UK	100
Gogmore (ii)	UK	100
Meritglen Limited (ii)(vii)(viii)	UK	100
New Famous Foods Limited (ii)	UK	100
Nextonline Limited (iii)(iv)	UK	100
Riversdell (i)(ii)	UK	100
Sevita (UK) Limited	UK	100
The Compass Group Foundation	UK	100
The Excelsior Insurance Company Limited	UK	100

Suite D, Pavilion 7 Kingshill Park, Venture Drive, Arnhill Business Park, Westhill, Aberdeenshire, AB32 6FL, United Kingdom

Coffee Partners Limited (ii)	UK	100
Compass Offshore Catering Limited (ii)(viii)	UK	100
Compass Scottish Site Services Limited (ii)	UK	100
Waseley (CVI) Limited (ii)	UK	100
Waseley (CVS) Limited (ii)	UK	100

Wework, 119 Marylebone Road North West House, London, NW1 5PU, United Kingdom

Feedr Limited	UK	100
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8040 Excelsior Drive, Suite 400, Madison, WI 53717, USA

Ace Foods, Inc.	USA	100
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Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA		
Bon Appétit Management Company Foundation	USA	100
CulinArt of California, Inc.	USA	100
211 E. 7th Street, Suite 620, Austin, TX 78701-3218, USA		
Bamco Restaurants of Texas LLC	USA	100
Levy Premium Foodservice, L.L.C. (ii)	USA	100
Morrison's Health Care of Texas, Inc.	USA	100
University Food Services, Inc.	USA	100
2345 Rice Street, Suite 230, Roseville, MN 55113, USA		
Canteen One Company, Inc.	USA	100
Canteen One Consolidation Services, LLC	USA	100
Canteen One, LLC	USA	100
Street Eats Limited	USA	100
Visinity, LLC	USA	100
251 Little Falls Drive, Wilmington, DE 19808, USA		
BenchWorks, Inc.	USA	100
Canteen One, Inc.	USA	100
CLS Par, LLC	USA	100
Compass LCS, LLC	USA	100
Compass LV, LLC	USA	100
Compass Paramount, LLC	USA	100
Concierge Consulting Services, LLC	USA	100
Convenience Foods International, Inc.	USA	100
Crothall Healthcare Inc.	USA	100
Crothall Laundry Services Inc.	USA	100
Eat Cloud LLC	USA	100
Eurest Services, Inc.	USA	100
Facilities Holdings, LLC	USA	100
Flik One, LLC	USA	100
Levy Oklahoma, Inc.	USA	100
Levy Prom Golf, LLC	USA	100
Morrison Investment Company, Inc.	USA	100
RAC Holdings Corp. (iii)	USA	100
Rank + Rally, LLC	USA	100
S-82 LLC	USA	100
Spendifference LLC	USA	100
Touchpoint Support Services, LLC	USA	100
Unidine Lifestyles, LLC	USA	100
Unidine Nevada, LLC	USA	100
University Food Services, LLC	USA	100
Vendlink, LLC	USA	100
Yorkmont Four, Inc.	USA	100
801 Adlai Stevenson Drive, Springfield, IL 62703, USA		
Curiology, LLC	USA	100
E15, LLC	USA	100
Levy (Events) Limited Partnership	USA	100
Levy (IP) Limited Partnership	USA	100
Levy Food Service Limited Partnership	USA	100
Levy GP Corporation	USA	100
Levy Holdings GP, Inc.	USA	100
Levy Illinois Limited Partnership	USA	100
Levy Premium Foodservice Limited Partnership	USA	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Levy R & H Limited Partnership	USA	100
Levy World Limited Partnership	USA	100
Professional Sports Catering, LLC	USA	100
Restaurant One Limited Partnership	USA	100
Superior Limited Partnership	USA	100
7 St. Paul Street, Suite 820, Baltimore, MD 21202, USA		
Bon Appétit Maryland, LLC	USA	100
4000 Faber Place Drive STE. 300, North Charleston, SC 29405, USA		
CGSC Capital, Inc.	USA	100
501 Louisiana Avenue, Baton Rouge, LA 70802-5921, USA		
Coastal Food Service, Inc.	USA	100
S.H.R.M. Catering Services, Inc.	USA	100
80 State Street, Albany, NY 12207-2543, USA		
Coffee Distributing Corp.	USA	100
CulinArt Group, Inc.	USA	100
CulinArt, Inc.	USA	100
Mazzone Hospitality, LLC	USA	100
Quality Food Management, Inc.	USA	100
RA Tennis Corp.	USA	100
RANYST, Inc.	USA	100
Restaurant Associates LLC	USA	100
Restaurant Associates, Inc.	USA	100
Restaurant Services Inc.	USA	100
2626 Glenwood Avenue, Suite 550, Raleigh, NC 27608, USA		
Compass 2K12 Services, LLC	USA	100
Compass HE Services, LLC	USA	100
Compass One, LLC	USA	100
Compass Two, LLC	USA	100
2595 Interstate Drive, Suite 103, Harrisburg, PA 17110, USA		
Crothall Facilities Management, Inc.	USA	100
Custom Management Corporation of Pennsylvania	USA	100
Morrison's Custom Management Corporation of Pennsylvania	USA	100
Newport Food Service, Inc.	USA	100
Williamson Hospitality Services, Inc.	USA	100
50 West Broad Street, Suite 1330, Columbus, OH 43215, USA		
Cuyahoga Dining Services, Inc.	USA	100
40 Technology Pkwy South, #300, Norcross, GA 30092, USA		
Food Services Management By Mgr, LLC	USA	100
Morrison Alumni Association, Inc.	USA	100
The M-Power Foundation, Inc.	USA	100
221 Bolivar Street, Jefferson City, MO 65101, USA		
Dynamic Vending, Inc.	USA	100
Princeton South Corporate Ctr, Suite 160, 100 Charles Ewing Blvd, Ewing, NJ 08628, USA		
Gourmet Dining, LLC	USA	100
300 Deschutes Way SW, Suite 304, Tumwater, WA 98501, USA		
Inter Pacific Management, Inc.	USA	100

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

2900 SW Wanamaker Drive, Suite 204, Topeka, KS 66614, USA		
Myron Green Corporation	USA	100
PFM Kansas, Inc.	USA	100
Treat America Limited	USA	100
8825 N. 23rd Avenue, Suite 100, Phoenix, AZ 85021, USA		
Prodine, Inc.	USA	100
Sacco Dining Services, Inc.	USA	100
2908 Poston Avenue, Nashville, TN 37203, USA		
Southeast Service Corporation	USA	100
1400 West Benson Blvd, Suite 370, Anchorage, AK 99503, USA		
Statewide Services, Inc.	USA	100
1709 North 19th Street, Suite 3, Bismarck, ND 58501-2121, USA		
Compass ND, LLC	USA	100

OTHER SUBSIDIARIES, JOINT ARRANGEMENTS, MEMBERSHIPS, ASSOCIATES AND OTHER SIGNIFICANT HOLDINGS	COUNTRY OF INCORPORATION OR ESTABLISHMENT	% HOLDING
Ground Floor 35 – 51 Mitchell Street, McMahons Point, NSW 2060, Australia		
ESS Eastern Guruma PTY Ltd	Australia	60
ESS NYFL PTY Ltd	Australia	60
Level 3, 12 Newcastle Street, Perth 6000, Australia		
ESS Thalanyji PTY Ltd	Australia	60
ESS Larrakia PTY Ltd	Australia	50
30, 205 N. Narimanov avenue, Baku, AZ1065, Azerbaijan		
ESS Support Services LLC	Azerbaijan	50
12 Kodiak Crescent, Toronto, Ontario, M3J 3G5, Canada		
Imperial Coffee and Services Inc. (iii)(iv)(v)	Canada	88
1 Prologis Boulevard, Suite 400, Mississauga, Ontario, L5W 0G2, Canada		
Chef's Hall, Inc. (iii)	Canada	67
Compass Group Sports and Entertainment – (Quebec) (x)	Canada	67
ECC – ESS Support Services (x)	Canada	50
2265668 Ontario Limited (iii)(iv)(v)(vi)(viii)	Canada	49
Amik Catering LP (x)	Canada	49
Dease River – ESS Support Services (x)	Canada	49
Dene West Limited Partnership (x)	Canada	49
ECC – Mi'kmaq Support Services (x)	Canada	49
ESS – DNDC Support Services (x)	Canada	49
ESS – East Arm Camp Services (x)	Canada	49
ESS – Kaatodh Camp Services (x)	Canada	49
ESS – Loon River Support Services (x)	Canada	49
ESS – Missanabie Cree Support Services (x)	Canada	49
ESS – Na Cho Nyak Dun Camp Services (x)	Canada	49
ESS – Ochapowace Support Services (x)	Canada	49
ESS – Pessamit Camp Services (x)	Canada	49
ESS – Wapan Manawan Services de Soutien (x)	Canada	49
ESS Haisla Support Services (x)	Canada	49
ESS HLFN Support Services (x)	Canada	49
ESS KNRA Support Services (x)	Canada	49
ESS Komatik Support Services (x)	Canada	49

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

ESS Liard First Nation Support Services (x)	Canada	49
ESS McKenzie Support Services (x)	Canada	49
ESS Okanagan Indian Band Support Services (x)	Canada	49
ESS Tataskweyak Camp Services (x)	Canada	49
ESS/Bushmaster Camp Services (x)	Canada	49
ESS/Fort a la Corne Support Services (x)	Canada	49
ESS/McLeod Lake Indian Band Support Services (x)	Canada	49
ESS/Mosakahiken Cree Nation Support Services (x)	Canada	49
ESS/Nuvumiut Support Services (x)	Canada	49
ESS/Takla Lake Support Services (x)	Canada	49
ESS/WEDC Support Services (x)	Canada	49
First North Catering (x)	Canada	49
KDM – ESS Support Services (x)	Canada	49
Mi’Kmaq-ECC Nova Scotia Support Services (x)	Canada	49
Nisga’a Village - ESS Support Services (x)	Canada	49
Poplar Point Camp Services (x)	Canada	49
Songhees Nation Support Services (x)	Canada	49
30 Queen’s Road, St. John’s, Newfoundland and Labrador, A1C 2A5, Canada		
Labrador Catering Inc. (iii)	Canada	49
Labrador Catering LP (x)	Canada	49
Clearwater River Dene Nation Reserve No. 222, P.O. Box 5050, Clearwater, Saskatchewan, S0M 3H0, Canada		
Clearwater Catering Limited (iii)(iv)(v)(vi)	Canada	49
130 King Street West, Suite 1800, Toronto, Ontario, M5X 1E3, Canada		
Umbrel Hospitality Group Inc. (iii)	Canada	49
77 King Street West, No. 400, Toronto, Ontario, M5K 0A1, Canada		
O&B Yonge Richmond LP*	Canada	33.4
FO-110, Torshavn, Faroe Islands		
P/F Eurest Føroyar	Denmark	51
Keskussairaalantie Opinkivi 2, 40600 Jyväskylä, Finland		
Semma Oy	Finland	45
Ruukinkatu 2-4 20540 Turku, Finland		
Unica Oy	Finland	49
123 Avenue de la République – Hall A, 92320 Châtillon, France		
Sopregim SAS	France	80
Le Puy Du Fou, 85590 Les Epesses, France		
Puy Du Fou Restauration SAS	France	99.8
Steenbeker Weg 25, 24106, Kiel, Germany		
Lubinus – orgaMed Sterilgut GmbH	Germany	49
HTC Aspire, 4th Floor (401) No. 19, Ali Asker Road, Bangalore, Karnataka, 560052, India		
Bottle Lab Technologies Private Limited	India	75
No. 407, 2nd Floor, 7th Cross, 1st D Main Road, Domlur Layout, Old Airport Road, Bengaluru, Karnataka, 560071, India		
Nextup Technologies Private Limited	India	75
Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan		
Chiyoda Kyushoku Services Co., Ltd	Japan	90

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

5-7-5, Chiyoda, Naka-ku, Nagoya-City, Aichi-Prefecture, 460-0012, Japan Seiyo General Food Co., Ltd	Japan	50
1-34-6, Sakura-Shinmachi, Setagaya-ku, Tokyo, 154-0015, Japan Highway Royal Co., Ltd.	Japan	50
060011, Atyrauskaya Oblast, Atyrau city, Beibarys Sultan avenue 506, Kazakhstan Eurest Support Services Company B LLP	Kazakhstan	50
060011, Old Airport Road 64, Atyrau City, Atyrau Oblast, Republic of Kazakhstan ESS Kazakhstan LLP	Kazakhstan	60
10A Rue Henri Schnadt, L-2530, Luxembourg Geria SA	Luxembourg	25
Level 18 The Gardena North Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur, 59200, Malaysia EM-SSIS Services Sdn. Bhd. (ii)	Malaysia	42
Urusan Bakti Sdn. Bhd. (ii)	Malaysia	35
Suite 1301, 13th Floor, City Plaza Jalan Tebrau, 80300 Johor Bahru Johor, Malaysia Knusford Compass Sdn. Bhd.	Malaysia	49
1 Avenue Henri Dunant, Palais De La Scala, 3eme, Etage – No 1125, 98000 MC, Monaco Eurest Monaco S.A.	Monaco	99.99
Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands Compass Group International Coöperatief W.A. (x)	Netherlands	100
Compass Group International Coöperatief 2 W.A. (x)	Netherlands	100
Compass Group International Coöperatief 3 W.A. (x)	Netherlands	100
Compass Group International Finance C.V. (x)	Netherlands	100
Okesnoyveien 16, 1366, Lysaker, 1366, Norway Forplejningstjenester A/S	Norway	33.33
Harbitzalléen 2A, 0275 Oslo, PÅ Box 4148, Sjølyst, 0217 Oslo, Norway Gress-Gruppen A/S	Norway	33.33
c/o Warner Shand Lawyers Waigani, Level 1 RH Hypermarket, Allotment 1 Section 479 (off Kennedy Road), Gordons NCD, Papua New Guinea Eurest OKAS Catering Ltd (ii)	Papua New Guinea	55
Eurest Lotic (PNG) JV Ltd (ii)	Papua New Guinea	50
2 Floor, Al Mana Commercial Tower, C-Ring road, Doha, P O BOX 22481, Qatar Compass Catering Services WLL	Qatar	20
PO Box 31952, Al Khobar 31685 KSA, Saudi Arabia Compass Arabia LLC	Saudi Arabia	30
Calle Pinar de San José 98, Planta 1a, 28054, Madrid, Spain Gourmet on Wheels, S.L.U.	Spain	99
Office No. 204, Mawilah, Al Sharjah, P O Box: 1897, United Arab Emirates Abu Dhabi National Hotels – Compass LLC	UAE	50
Abu Dhabi National Hotels Company Building, Sheikh Rashid Bin Saeed Al Maktoum Street, Abu Dhabi, United Arab Emirates Abu Dhabi National Hotels Compass Middle East LLC	UAE	50
The Owner Saeed Ahmed Ghobash, Oud Metha, Street Bur Dubai, P.O. BOX 31769 Dubai, United Arab Emirates		

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

Abu Dhabi National Hotels – Compass Emirates LLC	UAE	50
Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom		
Quaglino's Limited	UK	99
Quadrant Catering Limited (iii)(iv)	UK	49
County Ground, Edgbaston, Birmingham, B5 7QU, United Kingdom		
Edgbaston Experience Limited (iii)(iv)	UK	25
The Oval, Kennington, London, SE11 5SS United Kingdom		
Oval Events Holdings Limited (iv)(v)(vi)	UK	37.5
Oval Events Limited (iv)(v)(vi)	UK	37.5
84 State Street, Boston, MA 02109, USA		
Fame Food Management Inc.	USA	84
The Food Management Enterprise Corporation	USA	84
Levy Maryland, LLC	USA	74
251 Little Falls Drive, Wilmington, DE 19808, USA		
B & I Catering, LLC	USA	90
CMCA Catering, LLC	USA	90
HHP-MMS JV1, LLC	USA	90
PCHI Catering, LLC	USA	90
Wolfgang Puck Catering and Events, LLC	USA	90
WPL, LLC	USA	90
Community Living Holdings, LLC	USA	84
Coreworks, LLC	USA	84
Unidine Corporation	USA	84
Levy LA Concessions, LLC	USA	62.5
Learfield Levy Foodservice, LLC	USA	50
Restaurant Services I, LLC	USA	50
Parlay Solutions, LLC	USA	50
Thompson Facilities Services LLC	USA	49
Thompson Hospitality Services, LLC	USA	49
WP Casual Catering, LLC	USA	45
Chicago Restaurant Partners, LLC	USA	42
2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA		
C&B Holdings, LLC	USA	90
H & H Catering, L.P.	USA	90
Cosmopolitan Catering, LLC	USA	60
2626 Glenwood Avenue, Suite 550, Raleigh, NC 27608, USA		
Waveguide LLC	USA	57
2215-B Renaissance Drive, Las Vegas, NV 89119, USA		
GLV Restaurant Management Associates, LLC	USA	90
211 E. 7th Street, Suite 620, Austin, TX 78701-3218, USA		
Wolfgang Puck Catering & Events of Texas, LLC	USA	90
980 N. Michigan Ave., Suite 400, Chicago, IL 60611, USA		
Convention Hospitality Partners	USA	80
Atlanta Sports Catering	USA	50
Orlando Foodservice Partners	USA	50
1400 West Benson Blvd, Suite 370, Anchorage, AK 99503, USA		
KIJIK/ESS, LLC	USA	80
Statewide/GanaAYoo JV	USA	50

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2020 (continued)

23. Details of related undertakings of Compass Group Holdings PLC (continued)

801 Adlai Stevenson Drive, Springfield, IL 62703, USA Park Concession Management, LLC	USA	50
40 Technology Pkwy South, #300, Norcross, GA 30092, USA Eversource LLC	USA	51
80 State Street, Albany, NY 12207-2543, USA RA Patina, LLC	USA	50
111 Eighth Avenue New York, NY 10011, USA RA Patina Management LLC	USA	50
Corporation Trust Centre, 1209 Orange Street, Wilmington, DE 19801, USA AEG Venue Management Holdings, LLC	USA	38
c/o Union Square Hospitality Group, LLC, 853 Broadway, 17th Floor, New York, NY, 10003 USA Hudson Yards Catering, LLC	USA	49
6055 Lakeside Commons Drive, Suite 440, Macon, GA 31210, USA Kimco Holdings, LLC (iv)	USA	24

NOTES

1. Unless otherwise stated, indirectly owned by Compass Group Holdings PLC, active status and ordinary shares issued.
2. In some of the jurisdictions where we operate, share classes are not defined and in these instances, for the purposes of disclosure, we have classified these holdings as ordinary.
3. A number of the companies listed are legacy companies which no longer serve any operational purpose.

CLASSIFICATIONS KEY

- (i) Directly owned by Compass Group Holdings PLC
- (ii) Dormant/non-trading
- (iii) A Ordinary shares
- (iv) B Ordinary shares
- (v) C Ordinary and/or Special shares
- (vi) D, E and/or F Ordinary shares
- (vii) Deferred shares
- (viii) Preference including cumulative, non-cumulative and redeemable shares
- (ix) Redeemable shares
- (x) No share capital, share of profits
- (xi) Limited by guarantee