



COMPASS GROUP PLC – 2022 AGM VOTING OUTCOME UPDATE STATEMENT

At our AGM in February 2022, the Board noted that a majority (67.5%) of shareholders were supportive of the new Directors' Remuneration Policy but acknowledged that some shareholders did not vote in favour of this resolution. Ahead of the AGM, and in developing the Remuneration Policy, the Remuneration Committee had consulted extensively with our largest shareholders, investor representative groups and proxy agencies. Following the AGM, recognising our ongoing commitment to an open and transparent dialogue with our shareholders, the Committee Chair has continued to engage, inviting major shareholders holding over 50% of the Company's issued share capital to provide further input. The Committee has received helpful feedback from these engagements, including support for the Policy from the majority of those consulted. The Committee also has an understanding of the reasons why a minority of shareholders were not supportive of the Policy. The Committee would like to thank those shareholders that have taken part in these engagements and values the feedback and insights it has gained.

2 August 2022