



Independent Practitioner's Limited Assurance Report to Compass Group PLC

Report on selected ESG metrics within Compass Group PLC's Annual Report and Accounts for the year ended 30 September 2025

Conclusion

We have performed a limited assurance engagement on whether selected information in Compass Group PLC's ("Compass" or the "Company") Strategic Report within Compass' Annual Report and Accounts (the "Report") for the year ended 30 September 2025 has been properly prepared in accordance with Compass Group FY25 Sustainability Reporting Methodology as set out at <https://www.compass-group.com/en/sustainability/performance-and-reports.html> (the "Reporting Criteria"). The information within the Report that was subject to assurance is indicated with the symbol "†" (the "Selected Information") and is also listed in Appendix 1.

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria.

Our conclusion is to be read in the context of the remainder of this report, in particular the "Inherent limitations in preparing the Selected Information" and "Intended use of our report" sections below.

Our conclusion on the Selected Information does not extend to other information that accompanies or contains the Selected Information and our assurance report (hereafter referred to as "Other Information"). We have not performed any procedures as part of this engagement with respect to such Other Information. We audited the financial statements included within the Other Information and our report thereon is included with the Other Information.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (UK) 3000 *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("ISAE (UK) 3000") issued by the Financial Reporting Council ("FRC") and, in respect of the greenhouse gas emissions information included within the Selected Information, in accordance with International Standard on Assurance Engagements 3410 *Assurance Engagements on Greenhouse Gas Statements* ("ISAE 3410") issued by the International Auditing and Assurance Standards Board ("IAASB"). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the Institute of Chartered Accountants in England and Wales ("ICAEW") Code of Ethics, which includes independence and other ethical requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, that are at least as demanding as the applicable provisions of the International Ethics Standards Board for Accountants ("IESBA") *International Code of Ethics for Professional Accountants (including International Independence Standards)*.

Our firm applies International Standard on Quality Management (UK) 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements* ("ISQM (UK) 1"), issued by the FRC, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.



Inherent limitations in preparing the Selected Information

The nature of non-financial information; the absence of a significant body of established practice on which to draw; and the methods and precision used to determine non-financial information, allow for different, but acceptable, evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time.

As described on page 15 of the Reporting Criteria, the greenhouse gas (“GHG”) emissions quantification process is subject to: scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs; and estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

For Scope 3 GHG emissions, there are also significant limitations in the availability and quality of GHG emissions data from third parties, resulting in Compass’ reliance on proxy data in determining estimated Scope 3 GHG emissions. The inputs to the Scope 3 GHG emissions calculation are primarily based on actual data for the period but, as described on page 4 of the Reporting Criteria, the time it takes to collect this data means actual data is not available for the last quarter of the year and so it has been estimated by Compass based on data for the comparable period in the previous year adjusted as necessary for changes in the business. The actual data subsequently obtained may be different from the estimated amounts. Over time better information may become available from third parties and the principles and methodologies used to measure and report Scope 3 GHG emissions may change based on market practice and regulation.

The Reporting Criteria has been developed to assist Compass in reporting selected ESG information to measure its progress against its ESG strategy. As a result, the Selected Information may not be suitable for another purpose.

Directors’ responsibilities

The Directors of Compass are responsible for:

- taking reasonable steps to design, implement and maintain such internal controls as they determine are relevant to the preparation and presentation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- selecting and developing objective Reporting Criteria;
- properly preparing the Selected Information in accordance with the Reporting Criteria;
- the contents and statements contained within the Report and the Reporting Criteria; and
- implementing reasonable procedures designed to ensure that personnel involved with the preparation and presentation of the Selected Information are properly trained, systems are properly updated and that any changes in reporting relevant to the Selected Information encompass all significant business units.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement, whether due to fraud or error;
- forming an independent limited assurance conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to Compass.



Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional scepticism throughout the engagement. We planned and performed our procedures to obtain evidence that is sufficient and appropriate to obtain a meaningful level of assurance over the Selected Information to provide a basis for our limited assurance conclusion. Planning the engagement involves assessing whether the Reporting Criteria are suitable for the purposes of our limited assurance engagement. Our procedures selected depended on our judgement, on our understanding of the Selected Information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

In carrying out our engagement, we performed procedures which included:

- conducting interviews with management and key staff responsible for the Selected Information to obtain an understanding of the key processes, systems and controls in place for the preparation of the Selected Information;
- obtaining documentation for a selection of transactions, which supports the processes, systems and controls in place for the Selected Information, but did not include evaluating the design of controls, obtaining evidence about their implementation nor testing their operating effectiveness;
- evaluating whether Compass' methods for developing key estimates were appropriate and had been consistently applied, but did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate Compass' estimates;
- performing limited substantive testing, including agreeing a selection of the Selected Information to corresponding supporting information;
- performing analytical procedures over Scope 3 activity data by forming an expectation of amounts using prior period amounts and financial data;
- considering the appropriateness of the carbon conversion factor calculations and other unit conversion factor calculations used by reference to widely recognised and established conversion factors;
- reperforming a selection of the carbon conversion factor calculations and other unit conversion factor calculations; and
- reading the Report with regard to the Reporting Criteria and for consistency with our findings over the Selected Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Intended use of our report

Our report has been prepared for Compass solely in accordance with the terms of our engagement. We have consented to the publication of our report on Compass' website at <https://www.compass-group.com/en/sustainability/performance-and-reports.html> for the purpose of Compass showing that it has obtained an independent assurance report in connection with the Selected Information.

Our report was designed to meet the agreed requirements of Compass determined by Compass' needs at the time. Our report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Compass for any purpose or in any context. Any party other than Compass who obtains access to our report or a copy and chooses to rely on our report (or any part of it) will do so at its own risk. To the



fullest extent permitted by law, KPMG LLP will accept no responsibility or liability in respect of our report to any other party.

A handwritten signature in black ink, appearing to read 'Andy Kierney', with a long, sweeping underline.

Andy Kierney
for and on behalf of KPMG LLP
Chartered Accountants
15 Canada Square
London
E14 5GL
24 November 2025

The maintenance and integrity of Compass' website is the responsibility of the Directors of Compass; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information, Reporting Criteria or Report presented on Compass' website since the date of our report.



Appendix 1 – Selected Information

The Selected Information for the year ended 30 September 2025 is listed below. The information in this Appendix needs to be read together with the limited assurance report and the Reporting Criteria.

KPI for Assurance	Units	Value
GHG Emissions and Energy		
Global Scope 1 emissions	tonnes of CO ₂ e	167,637
Global Scope 2 emissions – location based	tonnes of CO ₂ e	59,729
Global Scope 2 – market based	tonnes of CO ₂ e	52,940
Global gross emissions – location based	tonnes of CO ₂ e	227,366
Global intensity metric – location based (by turnover)	tonnes of CO ₂ e per million \$ turnover	4.9
Global energy consumption	kWh	941,685,374
UK Scope 1 emissions	tonnes of CO ₂ e	1,313
UK Scope 2 emissions – location based	tonnes of CO ₂ e	1,990
UK Scope 2 – market based	tonnes of CO ₂ e	625
UK total gross emissions – location based	tonnes of CO ₂ e	3,303
UK intensity metric (by turnover)	tonnes of CO ₂ e per million \$ turnover	0.8
UK energy consumption	kWh	22,105,084
Total Scope 3 GHG emissions	tonnes of CO ₂ e	11,674,889
Food Waste		
Number of sites using food waste technology - Global	#	Over 10,000 locations