SECTION 430(2B) STATEMENT REGARDING KAREN WITTS

Karen Witts stepped down from the Board of Compass Group PLC on 31 October 2021 but remains an employee of the Company on her existing terms of employment until 30 September 2022. As an employee, Mrs Witts will continue to be paid her salary and receive her existing benefits through to 30 September 2022.

Mrs Witts will be entitled to an annual bonus for the 2020/21 financial year in the normal way. She will also be entitled to a pro-rated bonus for that part of the 2021/22 financial year for which she served as Group Chief Financial Officer. The amount of any bonus payment will be stated in the relevant Directors' Remuneration Report.

Mrs Witts' share awards under the Company's Long Term Incentive Plan (***LTIP***) and the Karen Witts Restricted Share Award Plan will be preserved in accordance with the good leaver provisions of those plans, subject to a time pro rating adjustment. Information relating to the vesting of shares under the LTIP will be updated in the relevant Directors' Remuneration Reports.

The Company made a contribution towards Mrs Witts' legal fees of £13,000 plus vat.



Alison Yapp
Group General Counsel and Company Secretary
31 October 2021