FINAL TERMS

PROHIBITION OF SALES TO EEA INVESTORS – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the European Economic Area ("**EEA**"). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client as defined in point (11) of Article 4(1) of Directive 2014/65/EU (as amended, "**EU MiFID II**"); or (ii) a customer within the meaning of Directive (EU) 2016/97, where that customer would not qualify as a professional client as defined in point (10) of Article 4(1) of EU MiFID II. No key information document required by Regulation (EU) No 1286/2014 (as amended, the "**EU PRIIPs Regulation**") for offering or selling the Notes or otherwise making them available to retail investors in the EEA has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the EEA may be unlawful under the EU PRIIPs Regulation.

PROHIBITION OF SALES TO UK INVESTORS – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the United Kingdom ("**UK**"). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client, as defined in point (8) of Article 2 of Regulation (EU) No 2017/565 as it forms part of domestic law in the UK by virtue of the European Union (Withdrawal) Act 2018 ("**EUWA**"); or (ii) a customer within the meaning of the provisions of the FSMA and any rules or regulations made under the Financial Services and Markets Act 2000 (the "**FSMA**") to implement Directive (EU) 2016/97, where that customer would not qualify as a professional client, as defined in point (8) of Article 2(1) of Regulation (EU) No 600/2014 as it forms part of domestic law in the UK by virtue of the EUWA. No key information document required by Regulation (EU) No 1286/2014 as it forms part of domestic law in the UK by virtue of the EUWA (the "**UK PRIIPs Regulation**") for offering or selling the Notes or otherwise making them available to retail investors in the UK has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the UK may be unlawful under the UK PRIIPs Regulation.

EU MiFID II product governance/Professional investors and ECPs only target market – Solely for the purposes of each manufacturer's product approval process, the target market assessment in respect of the Notes has led to the conclusion that: (i) the target market for the Notes is eligible counterparties and professional clients only, each as defined in EU MiFID II; and (ii) all channels for distribution of the Notes to eligible counterparties and professional clients are appropriate. Any person subsequently offering, selling or recommending the Notes (a "**distributor**") should take into consideration the manufacturers' target market assessment; however, a distributor subject to EU MiFID II is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the manufacturers' target market assessment) and determining appropriate distribution channels.

UK MIFIR product governance/Professional investors and ECPs only target market – Solely for the purposes of each manufacturer's product approval process, the target market assessment in respect of the Notes has led to the conclusion that: (i) the target market for the Notes is only eligible counterparties, as defined in the FCA Handbook Conduct of Business Sourcebook ("**COBS**"), and professional clients, as defined in Regulation (EU) No 600/2014 as it forms part of domestic law in the UK by virtue of the EUWA ("**UK MiFIR**"); and (ii) all channels for distribution of the Notes to eligible counterparties and professional clients are appropriate. A distributor should take into consideration the manufacturers' target market assessment; however, a distributor subject to the FCA Handbook Product Intervention and Product Governance Sourcebook (the "**UK MiFIR Product Governance Rules**") is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the manufacturers' target market assessment) and determining appropriate distribution channels.

Final Terms dated 6 September 2022

Compass Group PLC

Legal Entity Identifier (LEI): 2138008M6MH9OZ6U2T68

Compass Group Finance Netherlands B.V.

Legal Entity Identifier (LEI): 213800YZZX39WY5G7M06

£6,000,000,000 Euro Medium Term Note Programme (the "Programme")

unconditionally and irrevocably guaranteed, in the case of Notes issued by Compass Group Finance Netherlands B.V.,
by Compass Group PLC

Compass Group Finance Netherlands B.V.
Issue of EUR 500,000,000 3.000 per cent. Sustainable Guaranteed Notes due 2030
guaranteed by Compass Group PLC

PART A – CONTRACTUAL TERMS

The Prospectus referred to below (as completed by these Final Terms) has been prepared on the basis that any offer of Notes in the UK will be made pursuant to an exemption under the UK Prospectus Regulation from the requirement to publish a prospectus for offers of the Notes. Accordingly any person making or intending to make an offer in the UK of the Notes may only do so in circumstances in which no obligation arises for the Issuer, the Guarantor or any Dealer to publish a prospectus pursuant to Article 3 of the UK Prospectus Regulation or supplement a prospectus pursuant to Article 23 of the UK Prospectus Regulation, in each case, in relation to such offer. Neither the Issuer, the Guarantor nor any Dealer have authorised, nor do they authorise, the making of any offer of Notes in circumstances in which an obligation arises for the Issuer, the Guarantor or any Dealer to publish or supplement a prospectus for such offer.

Terms used herein shall be deemed to be defined as such for the purposes of the Conditions (the "**Conditions**") set forth in the Base Prospectus dated 15 July 2022 which constitutes a base prospectus (the "**Base Prospectus**") for the purposes of Regulation (EU) 2017/1129 as it forms part of domestic law in the UK by virtue of the EUWA (the "**UK Prospectus Regulation**"). This document constitutes the Final Terms of the Notes described herein for the purposes of Article 8.1 of the UK Prospectus Regulation. These Final Terms contain the final terms of the Notes and must be read in conjunction with such Base Prospectus.

The Base Prospectus is available for viewing at the market news section of the London Stock Exchange website (*www.londonstockexchange.com/exchange/news/market-news/market-news-home.html*).

1.	(i)	Issuer	Compass Group Finance Netherlands B.V.
	(ii)	Guarantor	Compass Group PLC
2.	(i)	Series Number:	10
	(ii)	Tranche:	1
	(iii)	Date on which Notes become fungible:	Not Applicable
3.	Specified Currency or Currencies:		Euro ("**EUR**" or "**€**")
4.	Aggregate Nominal Amount:		EUR 500,000,000
5.	Issue Price:		99.202 per cent. of the Aggregate Nominal Amount
6.	(i)	Specified Denominations:	EUR 100,000 plus integral multiples of EUR 1,000 in excess thereof
	(ii)	Calculation Amount:	EUR 1,000
7.	(i)	Trade Date:	31 August 2022
	(ii)	Issue Date:	8 September 2022
	(iii)	Interest Commencement Date:	Issue Date
8.	Maturity Date:		8 March 2030
9.	Interest Basis:		3.000 per cent. Fixed Rate

10.	Redemption/Payment Basis:		Subject to any purchase and cancellation or early redemption, the Notes will be redeemed on the Maturity Date at 100 per cent. of their nominal amount.
11.	Change of Interest:		Not Applicable
12.	Put/Call Options:		Issuer Call
13.	Date Board approval for issuance of Notes and Guarantee respectively obtained:		29 August 2022 and 23 August 2022 respectively
14.	**Fixed Rate Note Provisions**		Applicable
	(i)	Rate of Interest:	3.000 per cent. per annum payable in arrear on each Interest Payment Date
	(ii)	Interest Payment Date:	8 March in each year, from and including 8 March 2024, up to and including the Maturity Date
	(iii)	Fixed Coupon Amount:	EUR 30.00 per Calculation Amount in respect of each Interest Payment Date from and including 8 March 2025 to and including the Maturity Date
	(iv)	Broken Amount:	EUR 44.88 per Calculation Amount, in respect of the period from and including the Interest Commencement Date, to but excluding 8 March 2024
	(v)	Day Count Fraction:	Actual/Actual (ICMA)
15.	**Floating Rate Note Provisions**		Not Applicable
16.	**Zero Coupon Note Provisions**		Not Applicable
17.	**Call Option**		Applicable
	(i)	Optional Redemption Date(s):	*Par Call:* Any date from and including 8 December 2029 to, but excluding, the Maturity Date. *Make-Whole Call:* Any date from the Issue Date to, but excluding, 8 December 2029.
	(ii)	Optional Redemption Amount(s) of each Note:	*Par Call*: EUR 1,000 per Calculation Amount *Make-Whole Call:* the Make-Whole Redemption Amount
		(a) Redemption Margin:	0.30 per cent.
		(b) Reference Bond:	DBR 0.00 per cent. due February 2030
		(c) Quotation Time:	11 a.m. CET
		(d) Par Redemption Date:	8 December 2029
	(iii)	Redeemable in part:	Not Applicable
	(iv)	Notice period:	Condition 9(c) is applicable

18.	**Put Option**	Not Applicable
19.	**Final Redemption Amount of each Note**	EUR 1,000 per Calculation Amount
20.	**Early Redemption Amount**	EUR 1,000 per Calculation Amount
	Early Redemption Amount(s) per Calculation Amount payable on redemption for taxation reasons or on event of default or other early:	
21.	**Form of Notes:**	**Bearer Notes:** Temporary Global Note exchangeable for a Permanent Global Note which is exchangeable for Definitive Notes in the limited circumstances described in the Permanent Global Note
22.	New Global Note:	Yes
23.	Additional Financial Centre(s):	London
24.	Talons for future Coupons or Receipts to be attached to Definitive Notes (and dates on which such Talons mature):	No

THIRD PARTY INFORMATION

Not Applicable.

Signed on behalf of **Compass Group Finance Netherlands B.V.**:
as Issuer

Peter Frans

By: .....
Duly authorised signatory

Signed on behalf of Compass Group PLC:
as Guarantor

John Ambrose

By: .....
Duly authorised signatory

PART B – OTHER INFORMATION

1. **LISTING AND ADMISSION TO TRADING**

Listing and Admission to trading	Application will be made by the Issuer (or on its behalf) for the Notes to be admitted to trading on the London Stock Exchange's main market and have been admitted to the official list of the United Kingdom Listing Authority with effect from the Issue Date.

2. **RATINGS**

Ratings:	The Notes to be issued have been rated: S&P Global Ratings UK Limited ("**S&P**"): A Moody's Investors Service Ltd ("**Moody's**"): A3 Each of S&P and Moody's is established in the UK and registered under Regulation (EU) No 1060/2009 as it forms part of domestic law of the United Kingdom by virtue of the European Union (Withdrawal) Act 2018 (the "**UK CRA Regulation**"). Each of S&P and Moody's appears on the latest update of the list of registered credit rating agencies (as of 14 July 2022) on the FCA's Financial Services Register. The rating each of S&P and Moody's has given to the Notes to be issued under the Programme is endorsed by S&P Global Ratings Europe Limited and Moody's Deutschland GmbH each of which is established in the EEA and registered under Regulation (EU) No 1060/2009, as amended (the "**EU CRA Regulation**").

3. **REASONS FOR THE OFFER AND USE OF PROCEEDS**

To finance and/or refinance Sustainable Projects (See "*Use of Proceeds*" wording in the Base Prospectus).

4. **INTERESTS OF NATURAL AND LEGAL PERSONS INVOLVED IN THE ISSUE/OFFER**

Save as discussed in "*Subscription and Sale*", so far as the Issuer and the Guarantor are aware, no person involved in the offer of the Notes has an interest material to the offer.

5. **TOTAL EXPENSES AND NET PROCEEDS**

(i)	Estimated Net Proceeds	EUR 494,510,000
(ii)	Estimated total expenses:	GBP 5,080

6. **YIELD**

Indication of yield:	3.116 per cent. per annum

7. **OPERATIONAL INFORMATION**

ISIN Code:	XS2528582377
Common Code:	252858237
Any clearing system(s) other than Euroclear Bank SA/NV and Clearstream Banking S.A. and the relevant identification number(s):	Not Applicable
Delivery:	Delivery against payment
Names and addresses of additional Paying Agent(s) (if any):	Not Applicable
Intended to be held in a manner which would allow Eurosystem eligibility:	Yes. Note that the designation "yes" simply means that the Notes are intended upon issue to be deposited with one of the ICSDs as common safekeeper and does not necessarily mean that the Notes will be recognised as eligible collateral for Eurosystem monetary policy and intra day credit operations by the Eurosystem either upon issue or at any or all times during their life. Such recognition will depend upon the ECB being satisfied that Eurosystem eligibility criteria have been met.
Relevant Benchmarks:	Not Applicable

8. **DISTRIBUTION**

(i)	US Selling Restrictions:	Reg. S Compliance Category 2; TEFRA D applicable
(ii)	If syndicated, names and addresses of Managers and underwriting commitments:	**Barclays Bank PLC** 5 The North Colonnade Canary Wharf London, E14 4BB **BNP Paribas** 16, boulevard des Italiens 75009 Paris France **Mizuho Securities Europe GmbH** Taunustor 1 60310 Frankfurt am Main Germany **NatWest Markets N.V.** Claude Debussylaan 94 1082 MD Amsterdam The Netherlands **Société Générale** Immeuble Basalte 17 Cours Valmy 92987 Paris La Défense Cedex France

(iii)	Stabilising Manager(s) (if any):	Barclays Bank PLC
(iv)	If non-syndicated, name and address of relevant Dealer:	Not Applicable
(v)	Additional selling restrictions	Not Applicable
(vi)	Prohibition of Sales to EEA Retail Investors:	Applicable
(vii)	Prohibition of Sales to UK Retail Investors:	Applicable
(viii)	Prohibition of Sales to Belgian Consumers:	Not Applicable