ENERGY AND GREENHOUSE GAS EMISSIONS

Scope 3 approach

Our total Scope 3 emissions are calculated from five (2024: four) of our largest markets; the US, UK & Ireland, France, Canada and Australia which represented 85% of our global revenues in 2025 (2024: 79%). We then extrapolate emissions to cover the entire Group, based on Group revenue. In 2021, Compass Group calculated Scope 3 emissions for the first time and set 2019 as the baseline for our commitment to deliver climate Net Zero by 2050 across our global business as part of our Planet Promise. 2019 was chosen as the baseline year as it was considered most representative of business-as-usual activities, compared to 2020 and 2021 when operations were affected by COVID. Therefore, 2020 and 2021 Scope 3 GHG emissions have not been reported. Since setting our baseline, we have been working to improve our methodology for measuring emissions andenhance the quality of our supply chain (Scope 3) data. Compass will review whether it is appropriate to re-baseline Scope 3 emissions in light of improved methodologies.

Forest, Land and Agriculture (FLAG) emissions were calculated for the first time in 2023 and are reported annually following final GHG Protocol guidance and SBTi validation of Compass Group's FLAG target in 2025. Total 2024 FLAG emissions are 4,700,046^ tCO2e and total non-FLAG emissions are 8,543,715 tCO2e◊. Total 2025 FLAG emissions are 5,209,436 tCO2e× and total non-FLAG emissions are 7,849,699 tCO2e×. The total Scope 3 GHG emissions table represents current target boundaries which include land management emissions, but not land-use-change emissions. This aligns with Compass Group's historical inventory boundary and current SBTi approved target.

^ Restated, previously 3,815,083 tCO2e, as a result of supplier engagement process methodology enhancements in relation to updated emissions factors.

◊KPMG LLP has issued independent limited assurance over selected 2024 information marked with (◊), using assurance standard ISAE(UK)3000 and ISAE 3410 as part of the Compass Group's Sustainability Performance & Reports section of the website assurance. This information was prepared in line with our Reporting Methodology which can also be found below.

× KPMG LLP has issued independent limited assurance over selected 2025 information marked with (×), using assurance standard ISAE(UK)3000 and ISAE 3410 which is located at Compass Group's Sustainability Performance & Reports section of the website. This information was prepared in line with our reporting methodology available on Compass Group PLC's website at: www.compass-group.com/en/sustainability/performance-and-reports.

RESPONSIBLE SOURCING

The data relates to our Top 21 operating countries, representing 97% of Group revenues, unless otherwise stated.

	2025	2024 ◊	2023	2022
Certified sustainable palm oil of total palm oil (volume)	99%	95%	95%*	73%*

Sustainable fish and seafood, of total fish and seafood spend	52%×	45%	53%	51%
Certified ethically traded coffee and tea, of total coffee and tea spend**	57%×	53%	46%	46%

* Palm oil data relates to all operating countries.

**For 2024 certified ethically traded tea spend was removed from our reporting.

As a major player in food services that purchases at scale, our procurement choices can bring much-needed support to diverse, local, social enterprise and small and medium enterprise (SME) suppliers. We therefore continue to work collaboratively with clients, suppliers and other third parties to build a more diverse, equitable and inclusive supplier base and better serve the communities in which our businesses operate. In FY25, our spend on B Corporations totalled $125,571,134×. For further information, please see our Reporting Methodology below.

× KPMG LLP has issued independent limited assurance over selected 2025 information marked with (×), using assurance standard ISAE(UK)3000 and ISAE 3410 which is located at Compass Group's Sustainability Performance & Reports section of the website. This information was prepared in line with our reporting methodology available on Compass Group PLC's website at: www.compass-group.com/en/sustainability/performance-and-reports.

As a major player in food services that purchases at scale, our procurement choices can bring much-needed support to diverse, local, social enterprise and small and medium enterprise (SME) suppliers. We therefore continue to work collaboratively with clients, suppliers and other third parties to build a more diverse, equitable and inclusive supplier base and better serve the communities in which our businesses operate.

The below metrics are based on our top 10 markets. For further information please see our reporting methodology below.

	2024 (USD)
Social enterprises (spend) (UK only)	4,807,627◊
B Corporations (spend)	90,401,150*
SMEs (spend)	669,980,454◊
Women owned certified (spend)	499,769,062◊
Minority owned certified (spend)	308,185,794◊

◊KPMG LLP has issued independent limited assurance over selected 2024 information marked with (◊), using assurance standard ISAE(UK)3000 and ISAE 3410 as part of the Compass Group's Sustainability Performance & Reports section of the website assurance. This information was prepared in line with our Reporting Methodology which can also be found below.

*Restated from $192m to exclude $121m of third-party member spend, as this spend category did not intend to include spend where members of the Group act as an agent in the arrangement between the supplier and the third party, and to include $18m additional spend as a result of an enhanced methodology in the identification of B Corporation certified suppliers in our US market.