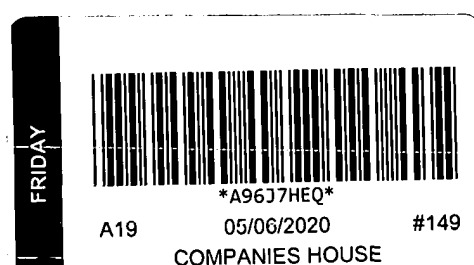


Company Registration No. 2090126

Compass Group Holdings PLC

Annual Report and Financial Statements

For the year ended 30 September 2019



Compass Group Holdings PLC

Annual report and financial statements 2019

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Compass Group Holdings PLC

Annual report and financial statements 2019

Officers and professional advisers

Directors

D W Blakemore
K Witts
A R Yapp

Secretary

A R Yapp

Registered Office

Compass House
Guildford Street
Chertsey
Surrey
KT16 9BQ

Auditor

KPMG LLP
15 Canada Square
London
E14 5GL

Compass Group Holdings PLC

Strategic Report

The directors, in preparing this Strategic Report, have complied with section 414C of the Companies Act 2006 (CA 2006).

Business review and principal activities

Compass Group Holdings PLC (the Company) is a wholly-owned subsidiary of Hospitality Holdings Limited. The Company manages and licenses trademarks to its subsidiary undertakings.

The results for the Company show a pre-tax profit for the year of £1,132,900,000 (2018: £942,300,000) and net assets at 30 September 2019 of £4,503,400,000 (2018: £3,963,900,000). The future prospects of the Company remain in line with current results and the directors do not anticipate any material changes to the activities of the Company.

The Company's directors believe that analysis using key performance indicators is not necessary for an understanding of the position of the business. The performance of Compass Group PLC is discussed in its Annual Report which does not form part of this Report. A copy of the Compass Group PLC Annual Report 2019 (annual report) can be found on the Compass Group PLC website at www.compass-group.com or from the Company Secretarial Department at Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ. The Company will continue to act as a management company in the future.

Principal risks and uncertainties

The Company's subsidiaries operations have been significantly disrupted as a result of the recent and rapid development of the COVID-19 pandemic outbreak. The rapidity with which the COVID-19 pandemic has spread is causing unprecedented uncertainty around the world for businesses and communities alike. The acceleration of special containment measures which have been adopted by governments and clients across the globe to protect as many lives as possible, have required some of the Company's subsidiaries to reduce or suspend business operations in certain countries and sectors whilst creating a very challenging environment for those areas of our business that have been able to continue to operate during these extraordinary times.

The Company and its subsidiaries have implemented a wide range of mitigating actions to adapt to a situation which continues to evolve on a daily basis. These actions include: i) steps to gradually mobilise resource as business returns to more normal levels; ii) provisions to safeguard the health and safety of employees; iii) action plans to manage cost and liquidity; and iv) incident management and business continuity plans.

The Company has only intra-group investments and balances, no third party debt and hence no external interest rate exposure. Certain investments in subsidiary undertakings and intra-group balances are denominated in foreign currency and so there is a gain/loss associated with the translation taken to the profit and loss account. From the perspective of the Company, the principal risks and uncertainties are integrated with the principal risks of the Group and are not managed separately. Group risks are discussed in Compass Group PLC's Annual Report which does not form part of this Report.

The UK is currently in a period of transition leading up to its withdrawal from the EU. The Company's subsidiaries have been taking actions to assess and mitigate against any impact of Brexit. The uncertainty about future arrangements between the UK and the EU, and the period for which existing EU laws for member states continue to apply to the UK, will persist.

After making enquiries and receiving a letter of support from the ultimate parent company, Compass Group PLC, the directors have a reasonable expectation that the Company, as part of the Compass Group, has adequate resources to continue in existence for the 12 months from the date of approval of this Report. For this reason, the directors continue to adopt the going concern basis in preparing the accounts.

Approved by the Board of Directors and signed on behalf of the Board



K Witts
Director
21 May 2020
Compass Group Holdings PLC
Registered in England and Wales No. 2090126

Compass Group Holdings PLC

Directors' Report

The directors present their Annual Report and the audited financial statements for the year ended 30 September 2019.

Directors

The following served as directors during the year and were in office at the date of signing the Report and Financial Statements:

D W Blakemore
C P Brown (appointed 7 January 2019 and resigned 27 March 2019)
J D Thomson (resigned 31 December 2018)
K Witts (appointed 25 April 2019)
A R Yapp

Dividends

The Company paid interim dividends to the parent company during the year of £532,723,000 (2018: £869,042,000), more details of which can be found in note 8 on page 19. The directors do not recommend the payment of a final dividend in respect of the financial year ended 30 September 2019 (2018: £nil).

Branches outside the UK

The Company has a branch in France with offices in Paris and Marseille.

Employees

The Company places particular importance on the involvement of its employees, keeping them regularly informed through informal bulletins and other in-house publications, meetings and the Group's internal websites, on matters affecting them as employees and on the issues affecting their performance.

Employees are offered a range of benefits, such as private medical cover, depending on the local environment. Priority is given to the training of employees and the development of their skills is of prime importance. Employment of disabled people is considered on merit with regard only to the ability of any applicant to carry out the function required. Arrangements to enable disabled people to carry out the function required will be made if it is reasonable to do so. An employee becoming disabled would, where appropriate, be offered retraining.

Modern Slavery Act Statement

The Company falls within the scope of Section 54 (Transparency in Supply Chain requirements) of the Modern Slavery Act 2015 (the "Act") and consequently is obliged to prepare and publish a slavery and human trafficking statement for each financial year of the organisation.

In accordance with the Home Office guidance to the Act it is permissible for a parent company, where one or more subsidiaries in the same group are required to produce a statement, to produce one statement that subsidiaries can use to meet the requirements of the Act (provided that the statement fully covers the steps that each of the organisations required to produce a statement have taken in the relevant financial year).

In accordance with the requirements of the Act, Company's ultimate parent, Compass Group PLC, prepared and published a slavery and human trafficking statement for the financial year ended 30 September 2019 (the Statement) which contemplated the steps that Company, as part of the Compass Group of companies, had taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of its own business and consequently, it was determined by the directors, that the Company would adopt the Statement issued by its ultimate parent and any such statements issued in subsequent financial years, so long as the directors considered that the steps contemplated by the statements continued to be relevant to the Company. A copy of the Statement can be found at www.compass-group.com.

Directors' qualifying third party indemnity

A qualifying third party indemnity provision as defined in section 234(2) - (6) of the CA 2006 is and was in full force and effect for the benefit of each of the directors of the Company, both at the date of this Report and throughout the financial year to which this Report relates.

Post balance sheet events

The Company's subsidiaries operations have been significantly disrupted as a result of the recent and rapid development of the COVID-19 pandemic outbreak. The rapidity with which the COVID-19 pandemic has spread is causing unprecedented uncertainty around the world for businesses and communities alike.

The acceleration of special containment measures which have been adopted by governments and clients across the globe to protect as many lives as possible, have required some of the Company's subsidiaries to reduce or suspend business operations in certain countries and sectors whilst creating a very challenging environment for those areas of our business that have been able to continue to operate during these extraordinary times.

Directors' disclosure of information to the auditor

Each of the persons who is a director at the date of approval of this Report confirms that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditor is unaware
- the director has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the Company's auditor is aware of that information

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the CA 2006.

Auditor

In accordance with the provisions of section 485(2) of the CA 2006, the current appointment of KPMG LLP as the Company's auditor will end at the conclusion of the current period for appointing auditors.

KPMG LLP has advised of its willingness to act as auditor of the Company. The directors will therefore seek shareholder approval to (i) reappoint KPMG LLP to hold office until the end of the next period for appointing auditors under section 485(2) of the CA 2006; and (ii) to grant the directors authority to agree how much the auditor should be paid.

Approved by the Board of Directors and signed on behalf of the Board



K Witts
Director
21 May 2020
Compass Group Holdings PLC
Registered in England and Wales No. 2090126

Compass Group Holdings PLC

Directors' Responsibilities Statement

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 101 *Reduced Disclosure Framework*.

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable, relevant, reliable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the CA 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

On behalf of the Board



K Witts
Director
21 May 2020

Independent Auditor's Report to the Members of Compass Group Holdings PLC

Opinion

We have audited the financial statements of Compass Group Holdings PLC ("the Company") for the year ended 30 September 2019 which comprise:

- the Profit and loss account;
- Statement of comprehensive income;
- Balance sheet;
- Statement of changes in equity; and
- Related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 30 September 2019 and of its profit for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 101 *Reduced Disclosure Framework*; and
- have been prepared in accordance with the requirements of the CA 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Company in accordance with UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The directors have prepared the financial statements on the going concern basis as they do not intend to liquidate the Company or to cease its operations, and as they have concluded that the Company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements (the going concern period).

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least a year from the date of approval of the financial statements. In our evaluation of the directors' conclusions, we considered the inherent risks to the Company's business model and analysed how those risks might affect the Company's financial resources or ability to continue operations over the going concern period. We have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Company will continue in operation.

Strategic Report and Directors' Report

The directors are responsible for the Strategic Report and the Directors' Report. Our opinion on the financial statements does not cover those reports and we do not express an audit opinion thereon.

Our responsibility is to read the Strategic Report and the Directors' Report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the Strategic Report and the Directors' Report;
- in our opinion the information given in those reports for the financial year is consistent with the financial statements; and
- in our opinion those reports have been prepared in accordance with the CA 2006.

Independent Auditor's Report to the Members of Compass Group Holdings PLC (continued)

Matters on which we are required to report by exception

Under the CA 2006 we are required to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

We have nothing to report in these respects.

Directors' responsibilities

As explained more fully in their statement set out on page 5, the directors are responsible for: the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This Report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the CA 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Zulfikar Walji (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London
E14 5GL
21 May 2020

Compass Group Holdings PLC

Profit and loss account For the year ended 30 September 2019

| | Notes | 2019 £m | 2018 £m |
|---------------------------------------------------------|-------|----------------|--------------|
| Turnover | 2 | 425.6 | 400.1 |
| Operating expenses | | (122.2) | (82.1) |
| Profit on disposal on investments | | 37.7 | - |
| Provision against investment in subsidiary undertakings | | (0.2) | (4.2) |
| Operating profit | 2,3 | 340.9 | 313.8 |
| Income from shares in Group undertakings | | 860.7 | 680.2 |
| Other interest receivable and similar income | 5 | 99.5 | 78.3 |
| Other interest payable and similar expenses | 6 | (168.2) | (130.0) |
| Profit before taxation | | 1,132.9 | 942.3 |
| Tax charge on profit | 7 | (59.8) | (68.0) |
| Profit for the financial year | | 1,073.1 | 874.3 |

All amounts in the current and prior year relate to continuing activities.

The notes on pages 12 to 44 form part of these financial statements.

Compass Group Holdings PLC

Statement of comprehensive income For the year ended 30 September 2019

| | 2019 £m | 2018 £m |
|-----------------------------------------------------------------------------|-----------------------|---------------------|
| Profit for the financial year | 1,073.1 | 874.3 |
| Other comprehensive income | | |
| Items that are not reclassified subsequently to the income statement | | |
| Remeasurement of defined benefit pension obligations | (4.8) | 0.5 |
| | <u>(4.8)</u> | <u>0.5</u> |
| Items that may be reclassified subsequently to profit or loss | | |
| Currency translation differences | (2.3) | 1.6 |
| | <u>(2.3)</u> | <u>1.6</u> |
| Total other comprehensive (loss)/income for the year | (7.1) | 2.1 |
| Total comprehensive income for the year | <u>1,066.0</u> | <u>876.4</u> |

The notes on pages 12 to 44 form part of these financial statements.

Compass Group Holdings PLC

Balance sheet As at 30 September 2019

| | Notes | 2019 £m | 2018 £m |
|---------------------------------------------------------|-------|----------------|----------------|
| Fixed Assets | | | |
| Other intangible assets | 9 | 45.8 | 13.8 |
| Tangible fixed assets | 10 | 10.2 | 9.4 |
| Investments | 11 | 4,217.8 | 4,283.4 |
| | | <u>4,273.8</u> | <u>4,306.6</u> |
| Current assets | | | |
| Debtors: amounts falling due within one year | 12 | 5,345.3 | 4,606.3 |
| Debtors: amounts falling due after more than one year | 12 | 15.0 | 14.3 |
| Cash at bank and in hand | | 0.2 | 2.8 |
| | | <u>5,360.5</u> | <u>4,623.4</u> |
| Current liabilities | | | |
| Creditors: amounts falling due within one year | 13 | (5,075.4) | (4,914.9) |
| Net current assets/liabilities | | <u>285.1</u> | <u>(291.5)</u> |
| Total assets less current liabilities | | <u>4,558.9</u> | <u>4,015.1</u> |
| Creditors: amounts falling due after more than one year | 14 | (0.4) | (0.4) |
| Pension liabilities | 17 | (52.3) | (48.0) |
| Provisions for liabilities | 15 | (2.8) | (2.8) |
| Total assets less liabilities | | <u>4,503.4</u> | <u>3,963.9</u> |
| Capital and reserves | | | |
| Called up share capital | 16 | 467.8 | 467.8 |
| Share premium | | 1,642.2 | 1,642.2 |
| Capital reserve | | 750.0 | 750.0 |
| Foreign exchange reserve | | 74.1 | 76.4 |
| Share-based payment reserve | | 52.7 | 46.5 |
| Profit and loss account | | 1,516.6 | 981.0 |
| Total shareholders' funds | | <u>4,503.4</u> | <u>3,963.9</u> |

The financial statements of Compass Group Holdings PLC (registered number 2090126) were approved by the Board of Directors on 21 May 2020.

Signed on behalf of the Board of Directors



K Witts
Director

The notes on pages 12 to 44 form part of these financial statements.

Compass Group Holdings PLC

Statement of changes in equity For the year ended 30 September 2019

| | Called up share capital £m | Share premium £m | Capital reserve £m | Foreign exchange reserve £m | Share- based payment reserve £m | Profit and loss account ¹ £m | Total Equity £m |
|---------------------------------------------|-------------------------------------|------------------------|--------------------------|--------------------------------------|---------------------------------------------|--------------------------------------------------|-----------------------|
| At 1 October 2017 | 467.8 | 1,642.2 | 750.0 | 74.8 | 41.8 | 975.2 | 3,951.8 |
| Profit for the financial year | - | - | - | - | - | 874.3 | 874.3 |
| Other comprehensive income | | | | | | | |
| Remeasurement of pension liabilities | - | - | - | - | - | 0.5 | 0.5 |
| Foreign exchange translation differences | - | - | - | 1.6 | - | - | 1.6 |
| Total other comprehensive income | 0.0 | 0.0 | 0.0 | 1.6 | 0.0 | 0.5 | 2.1 |
| Fair value of share-based payments | - | - | - | - | 4.7 | - | 4.7 |
| Dividends paid on equity shares | - | - | - | - | - | (869.0) | (869.0) |
| At 30 September 2018 | 467.8 | 1,642.2 | 750.0 | 76.4 | 46.5 | 981.0 | 3,963.9 |
| Profit for the financial year | - | - | - | - | - | 1,073.1 | 1,073.1 |
| Other comprehensive income | | | | | | | |
| Remeasurement of pension liabilities | - | - | - | - | - | (4.8) | (4.8) |
| Foreign exchange translation differences | - | - | - | (2.3) | - | - | (2.3) |
| Total other comprehensive loss | 0.0 | 0.0 | 0.0 | (2.3) | 0.0 | (4.8) | (7.1) |
| Fair value of share-based payments | - | - | - | - | 6.2 | - | 6.2 |
| Dividends paid on equity shares | - | - | - | - | - | (532.7) | (532.7) |
| At 30 September 2019 | 467.8 | 1,642.2 | 750.0 | 74.1 | 52.7 | 1,516.6 | 4,503.4 |

¹ Included within the Profit and loss account balance are non-distributable reserves of £730.5m.

The notes on pages 12 to 44 form part of these financial statements.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2019

1. Accounting policies

The Company is a public limited company and is incorporated and domiciled in the UK. The registered number is 2090126 and the address of its registered office is: Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ.

The significant accounting policies adopted in the preparation of the financial statements of the Company are set out below.

Basis of preparation

These financial statements have been prepared in accordance with the historical cost convention, Financial Reporting Standard 101 *Reduced Disclosure Framework* (FRS 101), and in accordance with applicable United Kingdom laws. The Company has not prepared consolidated financial statements as it is a wholly-owned subsidiary of Compass Group PLC, a United Kingdom company and ultimate parent which prepares consolidated financial statements (section 400 CA 2006). In preparing these financial statements, the Company applies the recognition, measurement and disclosure requirements of International Financial Reporting Standards as adopted by the EU (Adopted IFRSs) but makes amendments where necessary in order to comply with the CA 2006 and has set out below where advantage of the FRS 101 disclosure exemptions has been taken. These financial statements thus present information about the Company as an individual undertaking not as a Group undertaking. In the transition to FRS 101 in the year ended 30 September 2016, the Company applied IFRS 1 whilst ensuring that its assets and liabilities were measured in compliance with FRS 101.

In these financial statements, the Company has applied the exemptions under FRS 101 in respect of the following disclosures:

- a cash flow statement and related notes;
- disclosures in respect of transactions with wholly owned subsidiaries;
- the effect of new but not yet effective IFRSs; and
- disclosures in respect of compensation of Key Management Personnel.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

Going concern

Notwithstanding the current economic uncertainties arising from the COVID-19 outbreak, the financial statements have been prepared on a going concern basis which the directors consider to be appropriate for the following reason:

- Compass Group PLC has indicated its intention to continue to make available funds as needed by the company for a period of twelve months from the date of approval of the financial statements.

Consequently, the directors are confident that the Company will have sufficient funds to continue to meet its liabilities as they fall due for at least twelve months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

As with any company placing reliance on other group entities for financial support, the directors acknowledge that there can be no certainty that this support will continue although, at the date of approval of these financial statements, they have no reason to believe that it will not do so.

Compass Group Holdings PLC

Notes to the accounts

For the year ended 30 September 2019 (continued)

1. Accounting policies continued

Foreign currencies

The assets and liabilities of foreign branches are translated into sterling at the rates of exchange ruling at the year end. Gains and losses resulting from the realignment of the opening assets and liabilities of foreign branches to the year end rates are treated as movements on reserves.

The results of foreign branches are translated into sterling at the average rates of exchange for the accounting year. Gains or losses resulting from the translation of these results from the average rates to the year end rates are treated as movements on reserves.

Transactions in foreign currencies are translated to the Company's functional currency (sterling) at the foreign exchange rates ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are retranslated to sterling at the foreign exchange rates ruling at that date.

Non-monetary assets and liabilities that are measured in terms of the historical cost in foreign currency are translated using the exchange rate at the date of the transaction. Non-monetary assets and liabilities denominated in foreign currency that are stated at fair value are retranslated to the sterling at the foreign exchange rates ruling at the dates that the fair value was determined. Foreign exchange differences arising on translation are recognised in the profit and loss account.

Intangible assets

Intangible assets are carried at cost less amortisation, which is provided on their book values at rates calculated to write down each asset to its residual value on a straight-line basis over the expected useful economic lives, within the following range:

- Brands: 10% per annum;
- Computer software: 6% to 33% per annum

Tangible fixed assets

Tangible fixed assets are carried at cost less depreciation, which is provided on their book values at rates calculated to write down each asset to its residual value over its estimated remaining useful life on a straight-line basis, within the following ranges:

- Equipment, fixtures and fittings: 10% to 25% per annum

Investments

Investments held by the Company are stated at historical currency cost, less provision for any impairment in value, and translated into sterling in accordance with the policy set out above.

Pension costs and other post-retirement benefits

The costs of the defined contribution scheme, the Compass Retirement Income Savings Plan, are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

The Company is the principal employer of the Compass Group Pension Plan (the Plan) which is a defined benefit scheme closed to new entrants. No employees of the Company have accrued any benefits under this scheme since 5 April 2010. Under the rules of the Plan, the Company does not have any liability to pay ongoing contributions, including deficit recovery contributions. The assets and liabilities of the Plan are reflected within the financial statements of another group subsidiary which is the main participating employer.

In addition, the Company has entered into commitments to pay ex-gratia pensions to a number of former employees. The liability in respect of these pensions is included within the Company's balance sheet under the caption pension liabilities.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

1. Accounting policies continued

Taxation

Current tax is the expected tax payable on the taxable income for the period, using tax rates that have been enacted or substantively enacted in respect of that period by the balance sheet date.

Deferred tax is provided at the anticipated tax rates on temporary differences arising from the inclusion of items of income and expenditure in tax computations in periods different from those in which they are included in the financial statements. Deferred tax assets and liabilities are not discounted. Deferred tax assets are recognised to the extent that it is regarded as more likely than not that they will be recovered.

Share-based payments

The parent company, Compass Group PLC, issues equity-settled share-based payments to certain employees. The equity-settled share-based payments are measured at fair value (excluding the effect of non-market-based vesting conditions) at the date of grant. The fair value determined at the grant date is expensed on a straight-line basis over the vesting period, based on Compass Group PLC's estimate of the shares that will eventually vest and adjusted for the effect of non-market-based vesting conditions. Fair value is measured using the binomial distribution, Black-Scholes or Monte Carlo simulation option pricing models as is most appropriate for each scheme. The expected life used in the models has been adjusted, based on management's best estimate, for the effects of exercise restrictions and behavioural considerations.

Leases

Rental costs under operating leases are charged to the profit and loss account in equal annual amounts over the period of the leases.

Financial Assets and Liabilities

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions and derecognised when it ceases to be party to such provisions. Such assets and liabilities are classified as current if they are expected to be realised or settled within 12 months of the balance sheet date. If not, they are recognised as non-current.

Financial assets and liabilities are initially recorded at fair value including, where permitted by IFRS 9, any directly attributable transaction costs. For those financial assets that are not subsequently held at fair value, the Company assesses whether there is evidence of impairment at each balance sheet date.

The Company classifies its financial assets and liabilities into the following categories:

- financial assets and liabilities at amortised cost,
- financial assets and liabilities at fair value through profit and loss.

Where financial assets or liabilities are eligible to be carried at either amortised cost or fair value the Company does not apply the fair value option.

The Company uses derivative financial instruments to manage its exposure to fluctuations in foreign exchange rates and interest rates. Derivative instruments utilised include interest rate swaps, currency swaps and forward currency contracts. The Company and Group policy is disclosed in the accounting policies to the consolidated financial statements of Compass Group PLC which can be viewed at www.compass-group.com.

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost unless they are part of a fair value hedge accounting relationship. Borrowings that are part of a fair value hedge accounting relationship are measured at amortised cost adjusted for the fair value attributable to the risk being hedged.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

1. Accounting policies continued

Amounts owed by Group undertakings are initially measured at fair value and are subsequently reported at amortised cost. Allowance losses on intercompany receivables are calculated by reviewing 12-month expected credit losses using historic and forward-looking data on credit risk.

Amounts owed to Group undertakings are initially measured at fair value and are subsequently reported at amortised cost.

Non-interest bearing payables are stated at their nominal value as they are due on demand.

Financial guarantees

Where the Company enters into financial guarantee contracts to guarantee the indebtedness of other companies within the Group, the Company considers these to be insurance arrangements and accounts for them as such. In this respect, the Company treats the guarantee contract as a contingent liability until such time as it becomes probable that the Company will be required to make a payment under the guarantee.

Turnover

Turnover represents income derived from contracts for the provision of services to third parties in exchange for consideration in the normal course of business. Turnover is recognised at an amount that reflects the consideration to which the Company expects to be entitled in exchange for these services and at a point when the performance obligations associated with these services have been satisfied.

2. Turnover, operating profit and net assets

| | 2019 £m | 2018 £m |
|---------------------------------|----------------|----------------|
| Turnover | | |
| Advice and consultancy services | | |
| Geographical analysis | | |
| - United Kingdom | 425.6 | 400.1 |
| | <u>425.6</u> | <u>400.1</u> |
| | | |
| | 2019 £m | 2018 £m |
| Operating Profit | | |
| Geographical analysis | | |
| - United Kingdom | 341.4 | 314.4 |
| - Continental Europe | (0.5) | (0.6) |
| | <u>340.9</u> | <u>313.8</u> |
| | | |
| | 2019 £m | 2018 £m |
| Net assets | | |
| Geographical analysis | | |
| - United Kingdom | 4,176.4 | 3,647.5 |
| - Continental Europe | 327.0 | 316.4 |
| | <u>4,503.4</u> | <u>3,963.9</u> |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

3. Operating profit

Operating profit is stated after charging:

| | 2019 £m | 2018 £m |
|------------------------------------------|------------|------------|
| Staff costs | 52.5 | 52.8 |
| Depreciation of tangible fixed assets: | | |
| - Owned assets | 0.9 | 1.1 |
| Amortisation of intangible assets | | |
| - Owned assets | 1.5 | 1.0 |
| Profit on disposal on investment | (37.7) | - |
| Property lease rentals | 1.3 | 1.3 |
| Audit and non-audit services (see below) | 2.0 | 1.8 |

Fees of £23,000 (2018: £23,000) were received by the auditor in respect of the Company's statutory audit for the current year.

4. Employees

Employee numbers and aggregate remuneration

| | 2019 Number | 2018 Number |
|--------------------------------------------------------------------------------|----------------|----------------|
| Average number of employees, including directors and part-time employees, was: | | |
| - United Kingdom | 180 | 155 |
| - Overseas | 53 | 60 |
| | <u>233</u> | <u>215</u> |
| | 2019 £m | 2018 £m |
| Aggregate remuneration of all employees (including directors) comprised: | | |
| Wages and salaries | 39.7 | 41.6 |
| Pension costs | 3.2 | 2.8 |
| Other social security costs | 3.4 | 3.7 |
| Share-based payments | 6.2 | 4.7 |
| | <u>52.5</u> | <u>52.8</u> |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

4. Employees (continued)

Directors' emoluments

The directors are remunerated for their services to the Group

| | 2019 £m | 2018 £m |
|------------------------------------------|------------|-------------|
| Remuneration of the Directors comprised: | | |
| Wages and salaries | 1.9 | 2.2 |
| Bonus, supplement and benefits | 2.9 | 4.5 |
| Social security costs | 1.2 | 1.4 |
| Share-based payments | 2.3 | 7.7 |
| | <u>8.3</u> | <u>15.8</u> |

Information on Compass Group PLC Directors' remuneration (including highest paid Director), share options, long-term incentive plans, pension contributions and entitlements is set out in pages 98 to 121 of the 2019 Annual Report of Compass Group PLC.

5. Other interest receivable and similar income

| | 2019 £m | 2018 £m |
|---------------------------------------------|-------------|-------------|
| Interest receivable from Group undertakings | <u>99.5</u> | <u>78.3</u> |
| | <u>99.5</u> | <u>78.3</u> |

6. Other interest payable and similar expenses

| | 2019 £m | 2018 £m |
|-------------------------------------------------|--------------|--------------|
| Interest payable to Group undertakings | 166.8 | 128.6 |
| Other interest payable | - | 0.1 |
| Interest on defined benefit pension obligations | 1.4 | 1.3 |
| | <u>168.2</u> | <u>130.0</u> |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

7. Tax charge on profit on ordinary activities

| | 2019 £m | 2018 £m |
|-------------------------------------------|------------|------------|
| UK corporation tax at 19.0% (2018: 19.0%) | (50.9) | (52.2) |
| Overseas tax | (8.8) | (8.1) |
| | <hr/> | <hr/> |
| Current tax charge on ordinary activities | (59.7) | (60.3) |
| UK deferred tax | 0.7 | 0.6 |
| | <hr/> | <hr/> |
| | (59.0) | (59.7) |
| Adjustments in respect of prior years: | | |
| UK corporation tax | (0.8) | (8.3) |
| | <hr/> | <hr/> |
| | (59.8) | (68.0) |
| | <hr/> | <hr/> |

With effect from 1 October 2010, the Company agreed to bear the corporate income tax costs of the French fiscal unity (of which the Paris branch is the lead member) without recharging the other members of the fiscal unity.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

7. Tax charge on profit on ordinary activities (continued)

Reconciliation of the tax charge to the tax charge at the UK statutory rate:

| | 2019 £m | 2018 £m |
|----------------------------------------------------------------------|----------------|---------------|
| Profit on ordinary activities before taxation | <u>1,132.9</u> | <u>942.3</u> |
| Tax charge on profit at the UK statutory rate of 19.0% (2018: 19.0%) | (215.3) | (179.0) |
| (Increase)/decrease resulting from: | | |
| Permanent items | (6.4) | 6.3 |
| Transfer pricing adjustment | (0.1) | 0.7 |
| Non-taxable income from other Group companies | 168.4 | 133.3 |
| Non-deductible impairment of investment in subsidiaries | - | (0.8) |
| Non-taxable gain on disposal of business | 7.2 | - |
| Overseas tax of French subsidiaries borne | (8.7) | (14.4) |
| Different rates of tax on overseas earnings | (4.1) | (5.8) |
| Prior year items | (0.8) | (8.3) |
| Tax charge on profit | <u>(59.8)</u> | <u>(68.0)</u> |

8. Dividends

The Company paid the following interim dividends to the parent company during the year on the Ordinary shares of 2.5 pence each:

| Date | Currency | Value | Pence per share | 2019 £m | 2018 £m |
|------------------|------------|-------------|-----------------|--------------|--------------|
| 5 September 2018 | Euro | 300,000,000 | 0.01603 | - | 270.7 |
| 5 September 2018 | US Dollars | 770,867,873 | 0.04120 | - | 598.3 |
| 5 September 2019 | Euro | 200,000,000 | 0.01069 | 181.8 | - |
| 5 September 2019 | US Dollars | 423,220,996 | 0.02262 | 350.9 | - |
| | | | | <u>532.7</u> | <u>869.0</u> |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

9. Other intangible assets

| | Brands £m | Computer Software £m | Total £m |
|---------------------------------|----------------------|-------------------------------------|---------------------|
| Cost | | | |
| At 1 October 2018 | 0.7 | 16.2 | 16.9 |
| Additions | - | 33.1 | 33.1 |
| At 30 September 2019 | 0.7 | 49.3 | 50.0 |
| Accumulated amortisation | | | |
| At 1 October 2018 | 0.6 | 2.5 | 3.1 |
| Charge for the year | - | 1.5 | 1.5 |
| Transfers | - | (0.4) | (0.4) |
| At 30 September 2019 | 0.6 | 3.6 | 4.2 |
| Net book value | | | |
| At 30 September 2018 | 0.1 | 13.7 | 13.8 |
| At 30 September 2019 | 0.1 | 45.7 | 45.8 |

10. Tangible fixed assets

| | Total £m |
|---------------------------------|---------------------|
| Cost | |
| At 1 October 2018 | 21.3 |
| Additions | 1.7 |
| Disposals | - |
| At 30 September 2019 | 23.0 |
| Accumulated depreciation | |
| At 1 October 2018 | 11.9 |
| Charge for the year | 0.9 |
| Disposals | - |
| At 30 September 2019 | 12.8 |
| Net book value | |
| At 30 September 2018 | 9.4 |
| At 30 September 2019 | 10.2 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

11. Investments held as fixed assets

| | Investment in subsidiary undertakings £m |
|-----------------------------|-------------------------------------------------------------|
| Cost | |
| At 1 October 2018 | 4,328.3 |
| Foreign currency movements | (6.9) |
| Disposals/loans repaid | (58.5) |
| At 30 September 2019 | <u>4,262.9</u> |
| Provisions | |
| At 1 October 2018 | 44.9 |
| Provisions made in the year | 0.2 |
| At 30 September 2019 | <u>45.1</u> |
| Net book value | |
| At 30 September 2018 | 4,283.4 |
| At 30 September 2019 | <u>4,217.8</u> |

During the year, the Company completed the sale of its investments in South Africa. As a result, the Company has recognised a £37.7 million gain.

At the end of each reporting period the Company reviews whether there is objective evidence that the carrying value of the Company's investments indicate an impairment. If such an indication exists, the asset's recoverable amount is estimated. Following the annual impairment review, the directors have identified impairments totalling £220,000.

Further details of the principal subsidiary undertakings are given in note 23.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

12. Debtors

| | 2019 £m | 2018 £m |
|-----------------------------------------------------|----------------|----------------|
| Amounts falling due within one year | | |
| Amounts owed by parent undertakings | 1,225.7 | 1,076.4 |
| Amounts owed by subsidiary undertakings | 4,070.1 | 3,464.2 |
| Corporation tax recoverable | - | 0.3 |
| Other tax and social security | 1.6 | 1.7 |
| Overseas tax recoverable | 43.2 | 58.4 |
| Other debtors | 3.8 | 4.5 |
| Prepayments and accrued income | 0.9 | 0.8 |
| | <u>5,345.3</u> | <u>4,606.3</u> |
| Amounts falling due after more than one year | | |
| Deferred tax | 15.0 | 14.3 |
| | <u>15.0</u> | <u>14.3</u> |

Deferred tax analysis

| | 2019 £m | 2018 £m |
|-------------------------------------------|-------------|-------------|
| Deferred tax assets | | |
| UK tax depreciation | (0.3) | - |
| UK short term temporary differences | 6.3 | 5.9 |
| UK pensions and post-employment benefits | 8.9 | 8.3 |
| Overseas short term temporary differences | 0.1 | 0.1 |
| | <u>15.0</u> | <u>14.3</u> |
| Net deferred tax | | |
| | <u>15.0</u> | <u>14.3</u> |

Deferred tax has been provided in accordance with the accounting policy shown in note 1.

There is no unprovided deferred tax (2018: £nil).

The potential tax liabilities which might arise in the event of the unappropriated profits or reserves of overseas subsidiary companies being distributed have not been disclosed as there is no intention to distribute such profits or reserves.

The movement on deferred tax is as follows:

| | |
|-----------------------------------|--------------------|
| At 1 October 2018 | 14.3 |
| Credit to profit and loss account | <u>0.7</u> |
| At 30 September 2019 | <u>15.0</u> |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

13. Current liabilities

| | 2019 £m | 2018 £m |
|-----------------------------------------|----------------|----------------|
| Amounts owed to parent undertaking | 2,264.1 | 2,838.2 |
| Amounts owed to subsidiary undertakings | 2,766.1 | 2,033.7 |
| Bank overdraft | 1.3 | 13.3 |
| Trade creditors | 2.2 | 1.5 |
| Corporation tax payable | 0.2 | - |
| Other tax and social security | 1.4 | 1.3 |
| Overseas tax payable | 0.1 | - |
| Other creditors | 3.2 | 2.9 |
| Accruals and deferred income | 36.8 | 24.0 |
| | <u>5,075.4</u> | <u>4,914.9</u> |

14. Non-current liabilities

| | 2019 £m | 2018 £m |
|----------------------------------|------------|------------|
| Retirement indemnity liabilities | <u>0.4</u> | <u>0.4</u> |

15. Provisions for liabilities

| | Total £m |
|------------------------------|-------------|
| Balance at 1 October 2018 | <u>2.8</u> |
| Balance at 30 September 2019 | <u>2.8</u> |

The provision represents liabilities in respect of claims and is essentially long-term in nature. The timing of the settlement of these claims is uncertain. Provisions are discounted to present value where the effect is material using Compass Group PLC's weighted average cost of capital.

16. Called up share capital

| | 2019 £m | 2018 £m |
|-----------------------------------------------|--------------|--------------|
| Allotted, called up and fully paid: | | |
| Ordinary shares of 2.5p each – 18,711,213,926 | 467.8 | 467.8 |
| Ordinary 'A' share of £1 each – 1 | - | - |
| | <u>467.8</u> | <u>467.8</u> |

The Ordinary 'A' share does not entitle the holder of the share to the payment of any dividends. On winding up or any other return of capital, the Ordinary 'A' share entitles the holder only to payment of the amount paid up on the share, after repayment to the holders of the Ordinary shares of the nominal amount paid up on the Ordinary shares held by them respectively and the payment of £100 on each Ordinary share. The Ordinary 'A' share entitles the holder to receive notice of and attend and speak at any general meeting of the Company. It also entitles the holder on a show of hands to cast one vote and on a poll to cast one more vote than the aggregate number of votes which can be cast on any resolution proposed thereat by the holders of the Ordinary shares in issue at the time of such meeting.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

17. Post-employment benefit obligations

The Company operates a number of defined contribution and defined benefit plans relating to both the employees and Executive Directors, in which other UK subsidiaries also participate. The schemes are self-administered and the schemes' assets are held independently of the UK Group's assets. Pension costs are assessed in accordance with the advice of independent, professionally qualified actuaries. The Group makes employer contributions to the various schemes in existence within a range of 2% to 46% of pensionable salaries (2018: 2% to 46%).

Within the UK there are three main arrangements, the Compass Retirement Income Savings Plan (CRISP), the Compass Group Pension Plan (the Plan), and the UK Group's stakeholder pension arrangement.

CRISP was launched on 1 February 2003. This has been the main vehicle for pension provision for new joiners in the UK since that date but existing members of the Plan had continued to accrue benefits under those arrangements up until 5 April 2010. CRISP is a contracted-in money purchase arrangement whereby the Company will match employee contributions up to 6% of pay (minimum 3%). Within CRISP a new defined contribution section was established from April 2006 known as the Compass Higher Income Plan (CHIP). Senior employees who contribute to CRISP will receive an additional employer-only contribution into CHIP. The amount of contribution and eligibility for CHIP are decided annually at the Company's discretion. The payment towards CHIP may be taken in part, or in whole, as a cash supplement instead of a pension contribution.

CRISP has a corporate trustee. The Chairman is a former employee of the Group. The other five trustee directors are UK based employees of the Group, three of whom have been nominated by CRISP members.

The Plan is a defined benefit arrangement of which the Company is the principal employer. However, all active members of the Plan are employed by other UK subsidiaries and so the Company has no liability for payment of contributions, including deficit recovery payments, other than in relation to a guarantee described in note 20. Full details of the financial position of the Plan may be found in the financial statements of Compass Group PLC.

The Company is subject to the Pension Automatic Enrolment Regulations for its workforce in the UK. Both the Plan and CRISP are compliant arrangements under these regulations and have been registered as such.

All new UK employees who meet the statutory eligibility criteria and are not already in one of these registered compliant arrangements have been automatically enrolled into the National Employment Savings Trust (NEST). The Company considers that NEST provides the right type of service, communication material and investment choice for our employees and that it has the capabilities to support a company as large and diverse as Compass.

The pension cost for the Company in the year was £3.2 million (2018: £2.8 million). The Company receives pension contributions from other UK companies in the Group which it pays to the pension schemes. At 30 September 2019 in the accounts of the Company there were no accrued liabilities for payment of contributions (2018: £nil).

Unapproved pension liabilities

The Company has agreed to pay unapproved pensions to a number of former employees. The obligations for these pensions are included in the Company's balance sheet.

FRS 101 disclosures - Unapproved pension liabilities

Disclosures for the unapproved pension liabilities are set out below. These have been calculated on the following assumptions:

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

17. Post-employment benefit obligations continued

| | At 30 September 2019 | At 30 September 2018 |
|-------------------------------------------|----------------------------|----------------------------|
| Discount rate | 1.8% | 2.9% |
| Inflation | 3.3% | 3.2% |
| CPI inflation | 2.3% | 2.45% |
| Rates of increase of pensions for payment | 3.15% | 3.1% |
| Rates of increase for deferred pensions * | 2.3% | 2.45% |

*This assumption is now presented as a weighted average.

The mortality assumptions used to value the current year unapproved pension liabilities are derived from the S3PA generational mortality tables (2018: S2PA generational mortality tables) with improvements in line with the 2018 projection model prepared by the Continuous Mortality Investigation of the UK actuarial profession (2018: 2015 model), with an S-kappa of 7.5, with 115% weighting for male non-pensioners, 111% for male pensioners (2018: +0.2 years age rating for male non-pensioners, -0.2 years age rating for male pensioners) and 102% weighting for all females (2018: -0.1 years age rating for all females), with a long term underpin of 1.5% p.a. (2018: 1.25%). These mortality assumptions take account of experience to date and assumptions for further improvements in the life expectancy of scheme members. The Company estimates the duration of the unapproved pension liabilities to be 14 years (2018: 14 years).

Examples of the resulting life expectancies are as follows:

Life expectancy at age 65

| | 2019 | | 2018 | |
|-------------------------------|---------------|-----------------|---------------|-----------------|
| | Male years | Female years | Male years | Female years |
| Member aged 65 in 2019 (2018) | 21.5 | 24.4 | 22.6 | 24.5 |
| Member aged 65 in 2044 (2043) | 23.4 | 26.5 | 24.4 | 26.9 |

Movements in the present value of unapproved pension liabilities have been assessed with the advice of independent, professionally qualified actuaries.

| | Year ended 30 September 2019 £m | Year ended 30 September 2018 £m |
|------------------------------------------|---------------------------------------|---------------------------------------|
| Unapproved pension liabilities | | |
| At beginning of the year | 48.0 | 49.0 |
| Interest expense on benefit obligations | 1.4 | 1.3 |
| Benefits paid by the Company | (1.9) | (1.8) |
| Remeasurements – financial assumptions | 7.1 | (1.4) |
| Remeasurements – demographic assumptions | (2.6) | - |
| Remeasurements – experience | 0.3 | 0.9 |
| At 30 September | <u>52.3</u> | <u>48.0</u> |

Measurement of the unapproved pension liabilities is particularly sensitive to changes in certain key assumptions, including the discount rate and life expectancy. An increase or decrease of 0.5 percentage points in the UK discount rate would result in a £3.4 million decrease or £3.6 million increase in the UK defined benefit obligations respectively. An increase by one year in the life expectancy of members from age 65 would result in a £2.8 million increase in the unapproved pension liabilities.

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

18. Share-based payments

Income statement expense

The Company recognised an expense of £6.2 million (2018: £4.7 million) in respect of share-based payment transactions. All remaining share based payment plans are equity-settled.

The expense is broken down by share based payment scheme as follows:

| | 2019 £'m | 2018 £'m |
|---------------------------------|-------------|-------------|
| Long term incentive plans | 5.5 | 4.0 |
| Other share-based payment plans | 0.7 | 0.7 |
| | 6.2 | 4.7 |

Long term incentive plans

Full details of The Compass Group PLC Long Term Incentive Plan 2010 and the Compass Group PLC Long Term Incentive Plan 2018 can be found in the Directors' Remuneration Report on pages 98 to 121 of the Compass Group PLC annual report.

The following table shows the movement in share awards during the year:

| | 2019 Number of shares | 2018 Number of shares |
|-----------------------------------------|-----------------------------|-----------------------------|
| Long term incentive plans | | |
| Outstanding at 1 October | 1,656,371 | 2,065,967 |
| Awarded | 631,595 | 671,620 |
| Transfers (to)/from fellow subsidiaries | 28,184 | 128,126 |
| Vested | (492,229) | (777,695) |
| Lapsed | (265,722) | (431,647) |
| Outstanding at 30 September | 1,558,199 | 1,656,371 |

The vesting conditions of the LTIP awards is included in the Remuneration Report in pages 115 to 116 of the Compass Group PLC annual report.

| Assumptions - long term incentive plans | 2019 | 2018 |
|------------------------------------------------|-----------|-----------|
| Expected volatility | 17.6% | 17.7% |
| Risk free interest rate | 1.2% | 1.5% |
| Dividend yield | 2.2% | 2.2% |
| Expected life | 2.7 years | 2.6 years |
| Weighted average share price at date of grant | 1,746.52p | 1,510.60p |

Other share-based payment plans

The following table shows the movements in other smaller share based payments plans during the year:

| | 2019 Number of shares | 2018 Number of shares |
|-----------------------------------------|-----------------------------|-----------------------------|
| Other share-based payment plans | | |
| Outstanding at 1 October | 191,995 | 140,971 |
| Awarded | 73,590 | 16,567 |
| Transfers (to)/from fellow subsidiaries | 2,000 | 94,555 |
| Vested, released and exercised | (90,215) | (43,164) |
| Lapsed (following net settlement) | (3,550) | (11,240) |
| Lapsed | (31,948) | (5,694) |
| Outstanding at 30 September | 141,872 | 191,995 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

18. Share based payments continued

The expense relating to these plans is not significant and no further disclosure is necessary except for the general details provided below:

1. Share options

Full details of The Compass Group Share Option Plan 2010 (CSOP 2010), the Compass Group Share Option Plan (CSOP 2000), the Compass Group Management Share Option Plan (Management Plan) (collectively the Executive and Management Share Option Plans) and the UK Sharesave Plan are set out in prior years' annual reports which are available on the Compass Group PLC website www.compass-group.com.

2. Deferred annual bonus plan (DAB)

Certain senior executives participate in the DAB. A portion of the annual bonus awarded to certain executives is converted into shares. Subject to the achievement of local organic revenue growth and cumulative PBIT over the three-year deferral period, the number of deferred shares may be increased. Enhancements to the deferred shares are only released to the participants subject to the performance levels being met.

3. Restricted shares

The plan is designed to make occasional awards to certain employees in order to incentivise the achievement of particular business objectives under specific circumstances or where similar such shares have been forfeit by a new employee on joining the Company. The plan can take different forms such as an award of shares dependent on a service or achievement of specific performance conditions other than service.

19. Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

| | Land and buildings | |
|-------------------------------------|--------------------|-------------------|
| | 2019 | 2018 ¹ |
| | £m | £m |
| Expiry date: | | |
| - Falling due within 1 year | 1.7 | 1.6 |
| - Falling due between 2 and 5 years | 6.5 | 6.3 |
| - Falling due in more than 5 years | 11.5 | 12.9 |

¹ Prior year comparative has been represented to include all outstanding contract commitments.

20. Guarantees

Compass Group Holdings PLC has entered into a guarantee with the trustees of the Compass Group Pension Plan (the Plan). Should the participating employers (which are subsidiaries of Compass Group Holdings PLC) fail to pay contributions due to the Plan under the terms of the agreed Schedule of Contributions and Deficit Recovery Plan, then the Company has guaranteed that it will meet those obligations. As at 30 September 2019, the Plan had net assets of £448 million (2018: £346 million).

21. Ultimate parent company and controlling entity

The ultimate parent company and controlling entity, Compass Group PLC, is the parent undertaking of the largest and smallest group of undertakings for which Group accounts are drawn up. The immediate parent company is also Compass Group PLC.

Compass Group PLC is incorporated in the United Kingdom and registered in England and Wales. Copies of the Compass Group PLC financial statements are available from its registered address: Compass House, Guildford Street, Chertsey, Surrey KT16 9BQ or from the Compass Group PLC website at www.compass-group.com

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

22. Post balance sheet events

The Company's subsidiaries operations have been significantly disrupted as a result of the recent and rapid development of the COVID-19 pandemic outbreak. The rapidity with which the COVID-19 pandemic has spread is causing unprecedented uncertainty around the world for businesses and communities alike.

The acceleration of special containment measures which have been adopted by governments and clients across the globe to protect as many lives as possible, have required some of the Company's subsidiaries to reduce or suspend business operations in certain countries and sectors whilst creating a very challenging environment for those areas of our business that have been able to continue to operate during these extraordinary times.

23. Details of related undertakings of Compass Group Holdings PLC

All companies listed below are owned by the Company and all interests are in the ordinary share capital, except where otherwise indicated. All subsidiaries have been consolidated. All companies operate principally in their country of incorporation.

| PRINCIPAL SUBSIDIARIES | COUNTRY OF INCORPORATION | % HOLDING |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|--------------------------|
| Ground Floor 35-51 Mitchell Street, McMahon's Point, NSW 2060, Australia Compass Group (Australia) Pty Limited | Australia | 100 |
| Chaussée de Haecht 1179, B-1130 Bruxelles, Belgium Compass Group Belgilux S.A. | Belgium | 100 |
| Rua Tutoia, 119, Vila Mariana, Sao Paulo, 04007-000, Brazil GR Serviços e Alimentação Ltda. (i) | Brazil | 100 |
| 1 Prologis Boulevard, Suite 400, Mississauga, Ontario L5W 0G2, Canada Compass Group Canada Ltd. Groupe Compass Canada Ltée (iii)(iv)(v)(viii) | Canada | 100 |
| Av. del Valle 787, 5 floor, Huechuraba, Santiago, Chile Compass Catering Y Servicios Chile Limitada | Chile | 100 |
| 123 Avenue de la République – Hall A, 92320 Châtillon, France Compass Group France Holdings SAS (i) Compass Group France SAS | France France | 100 100 |
| Helfmann-Park 2, 65760, Eschborn, Germany Compass Group Deutschland GmbH Eurest Deutschland GmbH Eurest Services GmbH Medirest GmbH & Co OHG | Germany Germany Germany Germany | 100 100 100 100 |
| Via Angelo Scarsellini, 14, 20161, Milano, Italy Compass Group Italia S.p.A. | Italy | 100 |
| Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan Seiyo Food-Compass Group, Inc. | Japan | 100 |
| Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands Compass Group International B.V. Compass Group Nederland B.V. Compass Group Nederland Holding B.V. | Netherlands Netherlands Netherlands | 100 100 100 |
| Drengsrudbekken 12, 1383, PO Box 74, NO-1371, Asker, Norway Compass Holding Norge A/S | Norway | 100 |
| Calle Pinar de San José 98 planta 1ª 28054 Madrid, Spain Eurest Colectividades S.L.U. | Spain | 100 |
| Oberfeldstrasse 14, 8302, Kloten, Switzerland Compass Group (Schweiz) AG Restorama AG | Switzerland Switzerland | 100 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----|
| İçlerenköy Mah. Yeşil vadi sokak, No: 3 D: 12-13-14, 34752 Atasehir, Istanbul, Turkey Sofra Yemek Üretim Ve Hizmet A.Ş. (iii) | Turkey | 100 |
| Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom Compass Contract Services (U.K.) Limited | UK | 100 |
| Compass Group, UK and Ireland Limited | UK | 100 |
| Foodbuy Europe Limited (iii)(iv) | UK | 100 |
| 2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA Bon Appétit Management Co. (viii) | USA | 100 |
| 251 Little Falls Drive, Wilmington, DE 19808, USA Compass Group USA Investments Inc. | USA | 100 |
| Compass Group USA, Inc. (viii) | USA | 100 |
| Crothall Services Group | USA | 100 |
| Foodbuy, LLC | USA | 100 |
| Restaurant Associates Corp. | USA | 100 |
| 80 State Street, Albany, NY 12207-2543, USA Flik International Corp. | USA | 100 |
| 801 Adlai Stevenson Drive, Springfield, IL 62703, USA Levy Restaurants Limited Partnership | USA | 100 |
| 40 Technology Pkwy South, #300, Norcross, GA 30092, USA Morrison Management Specialists, Inc. (viii) | USA | 100 |

| OTHER WHOLLY OWNED SUBSIDIARIES | COUNTRY OF INCORPORATION | % HOLDING |
|---------------------------------|--------------------------|-----------|
|---------------------------------|--------------------------|-----------|

| | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|
| Chez: Eurojapan Résidence No.23, RN n°3 BP 398, Hassi Messaoud, Algeria Eurest Algerie SPA (i) | Algeria | 100 |
| Rua Dr. Ayres de Menezes Street, No.120, District Maianga, Maianga Municipality, Luanda, Angola Express Support Services, Limitada | Angola | 100 |
| Esteban Echeverría 1050, 6th floor, Vicente Lopez (1602), Buenos Aires, Argentina Servicios Compass de Argentina S.A. | Argentina | 100 |
| Ground Floor 35 – 51 Mitchell Street, McMahon's Point, NSW 2060, Australia Compass Australia PTY Ltd (ii) | Australia | 100 |
| Compass (Australia) Catering & Services PTY Ltd (iii)(iv) | Australia | 100 |
| Compass Group B&I Hospitality Services PTY Ltd | Australia | 100 |
| Compass Group Defence Hospitality Services PTY Ltd | Australia | 100 |
| Compass Group Education Hospitality Services PTY Ltd | Australia | 100 |
| Compass Group Healthcare Hospitality Services PTY Ltd | Australia | 100 |
| Compass Group Health Services Pty Ltd | Australia | 100 |
| Compass Group Management Services PTY Ltd | Australia | 100 |
| Compass Group Relief Hospitality Services PTY Ltd | Australia | 100 |
| Compass Group Remote Hospitality Services PTY Ltd | Australia | 100 |
| Delta Facilities Management PTY Ltd | Australia | 100 |
| Delta FM Australia PTY Ltd | Australia | 100 |
| Eurest (Australia) – Victoria PTY Ltd | Australia | 100 |
| Eurest (Australia) Food Services – NSW Pty Ltd | Australia | 100 |
| Eurest (Australia) Food Services – Wollongong PTY Ltd | Australia | 100 |
| Eurest (Australia) Food Services PTY Ltd | Australia | 100 |
| Eurest (Australia) Licence Holdings PTY Ltd | Australia | 100 |
| Eurest (Australia) PTY Ltd | Australia | 100 |
| Foodbuy Pty Ltd | Australia | 100 |
| LAPG Education PTY Ltd | Australia | 100 |
| LAPG PTY Ltd | Australia | 100 |
| Life's A Party Group PTY Ltd | Australia | 100 |
| Life's A Party PTY Ltd | Australia | 100 |
| Omega Security Services PTY Ltd | Australia | 100 |
| Restaurant Associates (Australia) PTY Ltd | Australia | 100 |
| Sargem PTY Ltd | Australia | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----|
| Level 22, 135 King Street, Sydney, NSW 2000, Australia MBM Integrated Services Pty (ii) | Australia | 100 |
| IZD Tower, Wagramer Strasse 19/4, Stock, 1220 Wien, Austria Compass Group Austria Holdings One GmbH | Austria | 100 |
| Compass Group Austria Holdings Two GmbH | Austria | 100 |
| Eurest Restaurationbetriebs GmbH | Austria | 100 |
| Kunz Gebäudereinigung GmbH | Austria | 100 |
| Chaussée de Haecht 1179, B-1130 Brussels, Belgium Compass Group Service Solutions S.A. | Belgium | 100 |
| F.L.R. Holding S.A. (ii) | Belgium | 100 |
| Haachtsesteenweg 1179, 1130 Brussels, Belgium N.V. Gourmet Invent | Belgium | 100 |
| Rua Orissanga, 200, 1st Floor, Mirandópolis, São Paulo, 04. 052-030, Brazil Clean Mall Serviços Ltda. | Brazil | 100 |
| Rua Orissanga, 200, 3rd Floor, Mirandópolis, São Paulo, 04.052-030, Brazil GRSA Serviços LTDA. | Brazil | 100 |
| Craigmuir Chambers, PO Box 71, Roadtown, Tortola, VG1110, British Virgin Islands Compass Group Holdings (BVI) Limited | British Virgin Islands | 100 |
| c/o Action Group Ltd., No.12, Street 614, Sangkat Boeung Kok II, Khan Tuol Kork, Phnom Penh City, Cambodia Compass Group (Cambodia) Co. Ltd. (ii) | Cambodia | 100 |
| 100, Rue n° 1044 Hydrocarbures, Bonapriso, BP 5767, Douala, Cameroon Eurest Cameroun SARL (ii) | Cameroon | 100 |
| Eurest Camp Logistics Cameroun SARL (ii) | Cameroon | 100 |
| 1 Prologis Boulevard, Suite 400, Mississauga, Ontario L5W 0G2, Canada Canteen of Canada Limited | Canada | 100 |
| Compass Canada Support Services Ltd (iii)(iv)(v)(vi)(viii) | Canada | 100 |
| Compass Group Ontario Ltd | Canada | 100 |
| 350 – 7th Avenue SW, Suite 3400, Calgary, AB T2P 3N9, Canada 2104797 Alberta Ltd (iii)(iv)(v)(vi)(viii) | Canada | 100 |
| City Coin Vending Services Ltd (iii)(iv)(v)(viii) | Canada | 100 |
| Suite 2300, Bentall 5, 550 Burrard Street, Vancouver, BC V6C 2B5, Canada Tejazz Management Services Inc. | Canada | 100 |
| 1969 Upper Water Street, Purdy's Wharf Tower II, Suite 1300, Halifax, NS B3J 3R7, Canada Crothall Services Canada Inc. (iii)(iv) | Canada | 100 |
| 1959 Upper Water Street, Suite 1100, Halifax, Nova Scotia, B3J 3E5, Canada East Coast Catering (NS) Limited | Canada | 100 |
| 30 Queen's Road, St. John's, Newfoundland and Labrador, A1C 2A5, Canada East Coast Catering Limited (iii)(iv)(viii)(v) | Canada | 100 |
| Long Harbour Catering Limited Partnership (x) | Canada | 100 |
| Long Harbour Catering Limited | Canada | 100 |
| 421 7th Avenue SW, Suite 1600, Calgary, Alberta, T2P 4K9, Canada Great West Catering Ltd | Canada | 100 |
| Tamarack Catering Ltd | Canada | 100 |
| 2580 Rue Dollard, Lasalle, Quebec, H8N 1T2, Canada Groupe Compass (Québec) Ltée (iii)(iv)(v)(vi)(viii) | Canada | 100 |
| 550 Burrard Street, Suite 2300, Bentall 5, P.O. Box 30, Vancouver, British Columbia, V6C 2B5, Canada Town Square Food Services Ltd | Canada | 100 |
| 1177 West Hastings Street, Suite 1900, Vancouver, British Columbia, Canada V6E 2K3 Wosk's Vending Service Ltd. (iii)(iv) | Canada | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----|
| 1700 - 360 Main Street, Winnipeg, Manitoba, Canada R3C 3Z3 Gourmet Coffee Specialists Ltd. (iii)(iv)(v)(vi) | Canada | 100 |
| Av. del Valle 787, 5th floor, Huechuraba, Santiago, Chile Cadelsur S.A. | Chile | 100 |
| Compass Catering S.A. | Chile | 100 |
| Compass Servicios S.A. | Chile | 100 |
| Scolarest S.A. | Chile | 100 |
| No. 1999 Floor 2, Xin Zhu Road, Minhang District, 200237, China Compass (China) Management Services Company Limited | China | 100 |
| Room 532 Floor 5 No. 28 Lane 2777, East Jinxiu Road, Pudong District, Shanghai 201206, China Shanghai Eurest Food Technologies Service Co., Ltd. | China | 100 |
| Autopista Norte No. 235 – 71, Bogota D.C., Colombia Compass Group Services Colombia S.A. | Colombia | 100 |
| Enceinte de Brometo Centre Ville, BP 5208, Pointe-Noire, The Democratic Republic of the Congo Eurest Services Congo SARL (ii) | Congo | 100 |
| 195, Arch. Makariou III Avenue, Neocleous House, 3030 Limassol, Cyprus ESS Design & Build Ltd (ii) | Cyprus | 100 |
| Eurest Support Services (Cyprus) International Ltd | Cyprus | 100 |
| Jankovcova, 1603/47a, Holešovice 170 00, Prague 7, Czech Republic Compass Group Czech Republic s.r.o. | Czech Republic | 100 |
| SCOLAREST- zařízení školního stravování spol. s.r.o | Czech Republic | 100 |
| Rued Langgards Vej 8, 1. sal, 2300 København S, DK, Denmark Compass Group Danmark A/S | Denmark | 100 |
| PL 1271, 00101, Helsinki, 00101, Finland Compass Group Finland OY | Finland | 100 |
| 123 Avenue de la République – Hall A, 92320 Châtillon, France 7000 Set Meal SAS | France | 100 |
| Academie Formation Groupe Compass SAS | France | 100 |
| Caterine Restauration SAS | France | 100 |
| Delisaveurs SAS | France | 100 |
| Eurest International SNC | France | 100 |
| Eurest Sports & Loisirs SAS | France | 100 |
| Evhrest SAS | France | 100 |
| La Puyfolaise de Restauration SAS | France | 100 |
| Levy Restaurants France SAS | France | 100 |
| Mediance SAS | France | 100 |
| Memonett SAS | France | 100 |
| Servirest SAS | France | 100 |
| SHRM Angola SAS (ii) | France | 100 |
| Société De Prestations En Gestion Immobiliere SAS | France | 100 |
| Société Nouvelle Lecocq SAS | France | 100 |
| Sud Est Traiteur SAS | France | 100 |
| Rue des Artisans, ZA de Bel Air, 12000 Rodez, France Central Restauration Martel (CRM) | France | 100 |
| Zone Artisanale, 40500 Bas Mauco, France Culinaire Des Pays de L'Adour SAS | France | 100 |
| 40, Bd de Dunkerque, 13002 Marseille, France Société International D'Assistance SA (ii) | France | 100 |
| Lieu Dit la Prade, 81580 Soual, France Occitanie Restauration SAS | France | 100 |
| 3 rue Camille Claudel Atlanparc Bat.M, Zone Kerluherne, CS 20043, 56890 Plescop, France Oceane de Restauration SAS | France | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
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| Rue Eugène Sué, Zone Industrielle de Blanzat, 03100 Montluçon, France Sogirest SAS | France | 100 |
| ZONE OPRAG, (Face à Bernabé Nouveau Port), BP 1292, Port Gentil, Gabon Eurest Support Services Gabon SA | Gabon | 100 |
| Helfmann-Park 2, 65760, Eschborn, Germany Compass Group GmbH | Germany | 100 |
| Eurest Bremen GmbH | Germany | 100 |
| Eurest Köln GmbH | Germany | 100 |
| Eurest Süd GmbH | Germany | 100 |
| Food Affairs GmbH | Germany | 100 |
| Kanne Café GmbH | Germany | 100 |
| Menke Menue GmbH | Germany | 100 |
| Royal Business Restaurants GmbH | Germany | 100 |
| S.B. Verwaltungs GmbH (ii) | Germany | 100 |
| Sankt-Florian-Weg 1, 30880, Laatzen, Germany Eurest West GmbH & Co. KG | Germany | 100 |
| orgaMed Betriebsgesellschaft für Zentralsterilisationen GmbH | Germany | 100 |
| PLURAL Gebäudemanagement GmbH | Germany | 100 |
| PLURAL Personalservice GmbH | Germany | 100 |
| PLURAL servicepool GmbH | Germany | 100 |
| Pfaffenwiese, 65929 Frankfurt/M., Germany LPS Event Gastronomie GmbH | Germany | 100 |
| Zum Fliegerhorst 1304, 63526 Erlensee, Germany Foodbuy CE GmbH | Germany | 100 |
| M.S.G. Frucht GmbH | Germany | 100 |
| PO Box 119, Martello Court, Admiral Park, St Peter Port, Guernsey, GY1 3HB Compass Group Finance Ltd (i) | Guernsey | 100 |
| Room 805, 8/F, New Kowloon Plaza, 38 Tai Kok Tsui Road, Kowloon, Hong Kong Compass Group Hong Kong Ltd | Hong Kong | 100 |
| Encore Catering Ltd | Hong Kong | 100 |
| Shing Hin Catering Group Ltd | Hong Kong | 100 |
| Irinyi József u. 4-20. B épület, H-1117 Budapest, Hungary Eurest Étteremüzemeltető Korlátolt Felelősségű Társaság | Hungary | 100 |
| Unit #426, 4th Floor, Tower A, Space I – Tech Park Sohna Road, Sector 49 Gurgaon, Gurgaon HR 122018 IN, India Compass Group (India) Support Services Private Ltd | India | 100 |
| Compass India Support Services Private Limited | India | 100 |
| 3rd Floor, 43a, Yeats Way, Parkwest Business Park, Dublin 12, Ireland Catering Management Ireland Limited (ii) | Ireland | 100 |
| Cheyenne Limited (ii) | Ireland | 100 |
| 12-14 Finch Road, Douglas, IM99 1TT, Isle of Man Consolidated Services Limited | Isle of Man | 100 |
| Tower House, Loch Promenade, Douglas, IM1 2LZ, Isle of Man Queen's Wharf Insurance Services Limited (viii) | Isle of Man | 100 |
| Shin-Hie Building 2nd Floor, 3-3-3, Hakataeki-Higashi, Hakata-ku, Fukuoka-City, Fukuoka-Prefecture, 812-0013 Japan Eishoku-Medix, Inc. | Japan | 100 |
| Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan Eurest Japan, Inc. | Japan | 100 |
| Fuyo, Inc. | Japan | 100 |
| MFS, Inc. | Japan | 100 |
| Nihon Kyushoku Service, Inc. | Japan | 100 |
| Seiyo Food-Compass Group Holdings, Inc. | Japan | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----|
| 1-14-2, Kurumada-cho, Showa-ku, Nagoya-City, Aichi-Prefecture, 466-0001, Japan Sun Food Inc. | Japan | 100 |
| 060011, Atyrauskaya Oblast, Atyrau City, Beibarys Sultan Avenue 506, Kazakhstan Compass Kazakhstan LLP | Kazakhstan | 100 |
| TOO Eurest Support Services LLP | Kazakhstan | 100 |
| TOO ESS Support Services LLP | Kazakhstan | 100 |
| 209/8919 Sigma Road Off Enterprises Road, PO BOX 14 662, Nairobi, Kenya Kenya Oilfield Services Ltd (ii) | Kenya | 100 |
| 19, Rue Léon Laval, L-3372 Leudelange, Luxembourg Automat' Services SARL | Luxembourg | 100 |
| Eurest Luxembourg S.A. | Luxembourg | 100 |
| IMMO Capellen S.A. | Luxembourg | 100 |
| Innoclean S.A. | Luxembourg | 100 |
| Novelia Senior Services S.A. | Luxembourg | 100 |
| Level 21, Suite 21.01, The Gardens South Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia Compass Group Malaysia Sdn Bhd | Malaysia | 100 |
| 50-8-1, TKT.8, Wsima UOA Damansara, 50 Jalan. Dungun, Damansara Heights, Kuala Lumpur, 50490, Malaysia S.H.R.M. Sdn. Bhd. (ii) | Malaysia | 100 |
| Calle Jaime Balmes 11, Oficina 101 letra D, Colonia Los Morales Polanco, Alcaldía Miguel Hidalgo, 11510 Ciudad de México, Mexico Eurest Proper Meals de Mexico S.A. de C.V. (iii)(iv) | Mexico | 100 |
| Servicios Corporativos Eurest-Proper Meals de Mexico S.A. De C.V. (iii)(iv) | Mexico | 100 |
| c/o 251 Little Falls Drive, Wilmington, DE 19808, USA Food Works of Mexico, S. de R.L. de C.V. (ii)(iii)(iv) | Mexico | 100 |
| Food Works Services of Mexico, S. de R.L. De C.V. (ii)(iii)(iv) | Mexico | 100 |
| Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands Aurora HoldCo B.V. | Netherlands | 100 |
| CGI Holdings (2) B.V. | Netherlands | 100 |
| Compass Group Holding B.V. | Netherlands | 100 |
| Compass Group Finance Netherlands B.V. | Netherlands | 100 |
| Compass Group International 10 B.V. (ii) | Netherlands | 100 |
| Compass Group International 2 B.V. | Netherlands | 100 |
| Compass Group International 3 B.V. | Netherlands | 100 |
| Compass Group International 4 B.V. | Netherlands | 100 |
| Compass Group International 5 B.V. | Netherlands | 100 |
| Compass Group International 6 B.V. (ii) | Netherlands | 100 |
| Compass Group International 9 B.V. | Netherlands | 100 |
| Compass Group International ESS Shanghai B.V. | Netherlands | 100 |
| Compass Group International Finance 1 B.V. | Netherlands | 100 |
| Compass Group International Finance 2 B.V. | Netherlands | 100 |
| Compass Group Shanghai Eurest B.V. (ii) | Netherlands | 100 |
| Compass Group Vending Holding B.V. | Netherlands | 100 |
| Compass Hotels Chertsey B.V. | Netherlands | 100 |
| Eurest Services B.V. | Netherlands | 100 |
| Eurest Support Services (ESS) B.V. | Netherlands | 100 |
| Eurest Support Services Sakhalin B.V. (ii) | Netherlands | 100 |
| Stichting Forte International | Netherlands | 100 |
| Luzernestraat 57, 2153 GM, Nieuw-Vennep, Netherlands Famous Flavours B.V. (viii) | Netherlands | 100 |
| Stationsweg 95, 6711 PM Ede, Netherlands Xandrión B.V. | Netherlands | 100 |
| 85 Avenue du Général de Gaulle, Immeuble Carcopino 3000, BP 2353, 98846 Nouméa Cedex, New Caledonia Eurest Caledonie SARL (ii) | New Caledonia | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
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| Level 3, 15 Sultan Street, Ellerslie 1051, New Zealand | | |
| Compass Group New Zealand Limited | New Zealand | 100 |
| Crothall Services Group Limited (ii) | New Zealand | 100 |
| Eurest NZ Limited (ii) | New Zealand | 100 |
| Drengsrudbekken 12, 1383, PO Box 74, NO-1371, Asker, Norway | | |
| Eurest A/S (iii)(iv) | Norway | 100 |
| Forusparken 2, 4031 Stavanger, Postboks 8083 Stavanger Postterminal, 4068, Stavanger, Norway | | |
| ESS Mobile Offshore Units A/S | Norway | 100 |
| ESS Support Services A/S | Norway | 100 |
| c/o Warner Shand Lawyers Waigani, Level 1 RH Hypermarket, Allotment 1 Section 479 (off Kennedy Road), Gordons NCD, Papua New Guinea | | |
| Eurest (PNG) Catering & Services Ltd (ii) | Papua New Guinea | 100 |
| Unit 2410 24th flr City & Land Mega Plaza Adb Ave. Ortigas Ctr. San Antonio, Pasig City 1605, Philippines | | |
| Compass Group Philippines Inc (ii) | Philippines | 100 |
| Ul. Olbrachta 94, 01-102 Warszawa, Poland | | |
| Compass Group Poland Sp. z o.o. | Poland | 100 |
| Edifício Prime, Avenida da, Quinta Grande, 53-60, Alfragide 2614-521 Amadora, Portugal | | |
| Eurest (Portugal) – Sociedade Europeia de Restaurantes, Lda. | Portugal | 100 |
| Eurest Catering & Services Group Portugal, Lda. | Portugal | 100 |
| București Sectorul 4, Strada Sold., Ilie Șerban, Nr. 8B., Romania | | |
| Eurest ROM SRL | Romania | 100 |
| 7 Gasheka Street, Bld. 1, 123056, Moscow, Russia | | |
| Aurora Rusco OOO | Russia | 100 |
| 20 Kulakova Street, Bld 1, Premises III, Floor 4, Room 2, Moscow, Russia | | |
| Compass Group Rus OOO | Russia | 100 |
| 11 Changi South Street 3, Builders Shop Building, #04-02/03, 486122, Singapore | | |
| Compass Group (Singapore) PTE Ltd (iii)(iv) | Singapore | 100 |
| SHRM Far East Pte Ltd (ii) | Singapore | 100 |
| 8 Marina Boulevard, # 05-02, Marina Bay Financial Centre, 018981, Singapore | | |
| Compass Group Asia Pacific PTE. Ltd (i) | Singapore | 100 |
| Karadžičova 2, Staré mesto, 811 09 Bratislava, Slovakia | | |
| Compass Group Slovakia s. r. o. | Slovakia | 100 |
| Calle Frederic Mompou 5, planta 5a, Edificio Euro 3, 08960, San Just Desvern, Barcelona, Spain | | |
| Asistentes Escolares, S.L. | Spain | 100 |
| Eurest Catalunya, S.L.U. | Spain | 100 |
| Medirest Social Residencias, S.L.U. | Spain | 100 |
| Calle Castilla 8-10 – C.P. 50.009, Zaragoza, Spain | | |
| Servicios Renovados de Alimentacion, S.A.U. | Spain | 100 |
| Calle Pinar de San Jose 98, Planta 1a, 28054, Madrid, Spain | | |
| Eurest Club de Campo, S.L.U. | Spain | 100 |
| Eurest Servicios FERIALES, S.L.U. | Spain | 100 |
| Poligono Ugaldeguren 1, Parcela 7, 48160 Derio (Vizcaya), Spain | | |
| Eurest Euskadi S.L.U. | Spain | 100 |
| Calle R, s/n, Mercapalma, 07007 Palma de Mallorca, Baleares, Spain | | |
| Compass Group Holdings Spain, S.L.U. | Spain | 100 |
| Levy Compass Group Holdings, S.L. (ii) | Spain | 100 |
| Box 1222, 164 28, Kista, Sweden | | |
| Compass Group AB | Sweden | 100 |
| Compass Group Sweden AB | Sweden | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
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| c/o BDO AG, Industriestrasse 53 6312 Steinhausen, Switzerland | | |
| Creative New Food Dream Steam GmbH | Switzerland | 100 |
| Oberfeldstrasse 14, 8302, Kloten, Switzerland | | |
| Eurest Services (Switzerland) AG | Switzerland | 100 |
| Royal Business Restaurants GmbH | Switzerland | 100 |
| c/o Ueltschi Solutions GmbH, Gwattstrasse 8, CH-3185 Schmitten, Switzerland | | |
| Sevita AG (in liquidation) (ii) | Switzerland | 100 |
| Sevita Group GmbH | Switzerland | 100 |
| İçerenköy Mah. Yesil vadi sokak, No: 3 D: 12 9, 34752 Atasehir, Istanbul, Turkey | | |
| Euroserve Güvenlik A.Ş. | Turkey | 100 |
| İçerenköy Mah. Yesil vadi sokak, No: 3 D: 12 10, 34752 Atasehir, Istanbul, Turkey | | |
| Euroserve Hizmet ve işletmecilik A.Ş. | Turkey | 100 |
| Dubai Airport Free Zone, Dubai, United Arab Emirates | | |
| Compass Camea FZE | UAE | 100 |
| Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom | | |
| 14Forty Limited (ii) | UK | 100 |
| Bateman Catering Limited (ii)(vii) | UK | 100 |
| Bateman Healthcare Services Limited (ii) | UK | 100 |
| Business Clean Limited (ii) | UK | 100 |
| Castle Independent Limited | UK | 100 |
| Caterskill Group Limited (ii) | UK | 100 |
| Caterskill Management Limited (ii) | UK | 100 |
| Chalk Catering Ltd (ii) | UK | 100 |
| Chartwells Limited (ii) | UK | 100 |
| Cleaning Support Services Limited (ii) | UK | 100 |
| Compass Experience Limited (ii)(vii) | UK | 100 |
| Compass Group Medical Benefits Limited (ii) | UK | 100 |
| Compass Mobile Catering Limited (ii) | UK | 100 |
| Compass Payroll Services Limited (ii) | UK | 100 |
| Compass Purchasing Limited (i) | UK | 100 |
| Compass Restaurant Properties Limited (ii)(vii) | UK | 100 |
| Compass Security Limited (ii)(vii) | UK | 100 |
| Compass Security Oldco Group Limited (ii) | UK | 100 |
| Compass Security Oldco Holdings Limited (ii) | UK | 100 |
| Compass Security Oldco Investments Limited (ii) | UK | 100 |
| Compass Services (Midlands) Limited (ii) | UK | 100 |
| Compass Services (U.K.) Limited | UK | 100 |
| Compass Staff Services Limited (ii) | UK | 100 |
| CRBS Resourcing Limited (ii) | UK | 100 |
| Cygnnet Food Holdings Limited (ii) | UK | 100 |
| Cygnnet Foods Limited | UK | 100 |
| Dine Contract Catering Limited | UK | 100 |
| Eaton Catering Limited (ii) | UK | 100 |
| Eaton Wine Bars Limited (ii) | UK | 100 |
| Eurest Airport Services Limited (ii) | UK | 100 |
| Eurest Offshore Support Services Limited (ii)(viii) | UK | 100 |
| Eurest Prison Support Services Limited (ii) | UK | 100 |
| Everson Hewett Limited (iii)(iv) | UK | 100 |
| Facilities Management Catering Limited (ii) | UK | 100 |
| Fairfield Catering Company Limited (ii) | UK | 100 |
| Fingerprint Managed Services Limited (ii) | UK | 100 |
| Goodfellows Catering Management Services Limited | UK | 100 |
| Gruppo Events Limited (ii) | UK | 100 |
| Hallmark Catering Management Limited (ii) | UK | 100 |
| Hamard Catering Management Services Limited (ii)(vii) | UK | 100 |
| Hamard Group Limited (ii) | UK | 100 |
| Hospital Hygiene Services Limited (ii) | UK | 100 |
| ICM Five Star Limited (ii) | UK | 100 |
| Integrated Cleaning Management Limited | UK | 100 |
| Integrated Cleaning Management Support Services Limited | UK | 100 |
| Keith Prowse Limited (ii) | UK | 100 |
| Knott Hotels Company of London (ii) | UK | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued)

For the year ended 30 September 2019

| | | |
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| Langston Scott Limited (ii) | UK | 100 |
| Leisure Support Services Limited (iii)(iv) | UK | 100 |
| Leith's Limited (ii) | UK | 100 |
| Letheby & Christopher Limited | UK | 100 |
| Meal Service Company Limited (ii) | UK | 100 |
| Milburns Catering Contracts Limited (ii) | UK | 100 |
| Milburns Restaurants Limited (ii)(iii) | UK | 100 |
| National Leisure Catering Limited (ii) | UK | 100 |
| NLC (Holdings) Limited (ii) | UK | 100 |
| NLC (Wembley) Limited (ii) | UK | 100 |
| P & C Morris Catering Group Limited (ii) | UK | 100 |
| Payne & Gunter Limited | UK | 100 |
| PDM Training and Compliance Services Limited (ii) | UK | 100 |
| Pennine Services Limited (ii) | UK | 100 |
| Peter Parfitt Leisure Overseas Travel Limited | UK | 100 |
| Peter Parfitt Sport Limited (ii)(vii) | UK | 100 |
| PPP Infrastructure Management Limited | UK | 100 |
| Reliable Refreshments Limited | UK | 100 |
| Security Office Cleaners Limited (ii) | UK | 100 |
| Solutions on Systems Ltd (ii) | UK | 100 |
| Sunway Contract Services Limited | UK | 100 |
| Sycamore Newco Limited | UK | 100 |
| The Bateman Catering Organization Limited (ii)(viii) | UK | 100 |
| The Cuisine Centre Limited (ii) | UK | 100 |
| Vendepac Holdings Limited (viii) | UK | 100 |
| Wembley Sports Arena Limited (ii) | UK | 100 |
| Woodin & Johns Limited | UK | 100 |
| Compass House, Guildford Street, Chertsey, Surrey, KT16 9BQ, United Kingdom | | |
| Audrey (London) Limited (ii) | UK | 100 |
| Audrey Investments Limited (ii) | UK | 100 |
| Bateman Services Limited (ii) | UK | 100 |
| Compass Group Finance No.3 Limited | UK | 100 |
| Compass Group Finance No.5 Limited (ii)(xi) | UK | 100 |
| Compass Group North America Investments No.2 | UK | 100 |
| Compass Group North America Investments Limited | UK | 100 |
| Compass Group Pension Trustee Company Limited (i) (ii) | UK | 100 |
| Compass Group Procurement Limited (i) | UK | 100 |
| Compass Group Trustees Limited (i) (ii) | UK | 100 |
| Compass Healthcare Group Limited (i)(ii)(viii) | UK | 100 |
| Compass Hospitality Group Holdings Limited (i)(ii) | UK | 100 |
| Compass Hospitality Group Limited (ii) | UK | 100 |
| Compass Hotels Chertsey (iii) | UK | 100 |
| Compass Nominee Company Number Fourteen Limited (ii) | UK | 100 |
| Compass Overseas Holdings Limited (i) | UK | 100 |
| Compass Overseas Holdings No.2 Limited (i) | UK | 100 |
| Compass Overseas Services Limited (ii) | UK | 100 |
| Compass Pension Trustees Limited (i)(ii) | UK | 100 |
| Compass Quest Limited (i)(ii) | UK | 100 |
| Compass Secretaries Limited (i)(ii) | UK | 100 |
| Compass Site Services Limited (ii)(vii) | UK | 100 |
| Compass UK Pension Trustee Co Limited (i)(ii) | UK | 100 |
| Crisp Trustees Limited (i)(ii) | UK | 100 |
| Gogmore (ii) | UK | 100 |
| Meritglen Limited (ii)(vii)(viii) | UK | 100 |
| New Famous Foods Limited (ii) | UK | 100 |
| Nextonline Limited (iii)(iv) | UK | 100 |
| Riversdell (i)(ii) | UK | 100 |
| Sevita (UK) Limited | UK | 100 |
| The Compass Group Foundation | UK | 100 |
| Suite D, Pavilion 7 Kingshill Park, Venture Drive, Arnhill Business Park, Westhill, Aberdeenshire, AB32 6FL, United Kingdom | | |
| Coffee Partners Limited (ii) | UK | 100 |
| Compass Offshore Catering Limited (ii)(viii) | UK | 100 |
| Compass Scottish Site Services Limited (ii) | UK | 100 |
| Waseley (CVI) Limited (ii) | UK | 100 |
| Waseley (CVS) Limited (ii) | UK | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
|----------------------------------------------------------------------------|-----|-----|
| 8040 Excelsior Drive, Suite 400, Madison, WI 53717, USA | | |
| Ace Foods, Inc. | USA | 100 |
| 2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA | | |
| Bon Appétit Management Company Foundation | USA | 100 |
| Cosmopolitan Catering, LLC | USA | 100 |
| CulinArt of California, Inc. | USA | 100 |
| Rainbow Vending, Inc. | USA | 100 |
| 211 E. 7th Street, Suite 620, Austin, TX 78701-3218, USA | | |
| Bamco Restaurants of Texas LLC | USA | 100 |
| Levy Premium Foodservice, L.L.C. (ii) | USA | 100 |
| Morrison's Health Care of Texas, Inc. | USA | 100 |
| University Food Services, Inc. | USA | 100 |
| 2345 Rice Street, Suite 230, Roseville, MN 55113, USA | | |
| Canteen One Company, Inc. | USA | 100 |
| Canteen One Consolidation Services, LLC | USA | 100 |
| Canteen One, LLC | USA | 100 |
| Street Eats Limited | USA | 100 |
| Visinity, LLC | USA | 100 |
| 251 Little Falls Drive, Wilmington, DE 19808, USA | | |
| Canteen One, Inc. | USA | 100 |
| Cataforce, Inc. | USA | 100 |
| Compass LCS, LLC | USA | 100 |
| Compass LV, LLC | USA | 100 |
| Compass Paramount, LLC | USA | 100 |
| Concierge Consulting Services, LLC | USA | 100 |
| Convenience Foods International, Inc. | USA | 100 |
| Crothall Healthcare Inc. | USA | 100 |
| Crothall Laundry Services Inc. | USA | 100 |
| Eurest Services, Inc. | USA | 100 |
| Facilities Holdings, LLC | USA | 100 |
| Flik One, LLC | USA | 100 |
| Levy Oklahoma, Inc. | USA | 100 |
| Levy Prom Golf, LLC | USA | 100 |
| Morrison Investment Company, Inc. | USA | 100 |
| RAC Holdings Corp. (iii) | USA | 100 |
| Rank + Rally, LLC | USA | 100 |
| S-82 LLC | USA | 100 |
| SpendDifference LLC | USA | 100 |
| Touchpoint Support Services, LLC | USA | 100 |
| Unidine Lifestyles, LLC | USA | 100 |
| University Food Services, LLC | USA | 100 |
| Vendlink, LLC | USA | 100 |
| Yorkmont Four, Inc. | USA | 100 |
| 801 Adlai Stevenson Drive, Springfield, IL 62703, USA | | |
| Bistro Restaurant Limited Partnership | USA | 100 |
| Curiology, LLC | USA | 100 |
| E15, LLC | USA | 100 |
| Levy (Events) Limited Partnership | USA | 100 |
| Levy (IP) Limited Partnership | USA | 100 |
| Levy Food Service Limited Partnership | USA | 100 |
| Levy GP Corporation | USA | 100 |
| Levy Holdings GP, Inc. | USA | 100 |
| Levy Illinois Limited Partnership | USA | 100 |
| Levy Premium Foodservice Limited Partnership | USA | 100 |
| Levy R & H Limited Partnership | USA | 100 |
| Levy World Limited Partnership | USA | 100 |
| Professional Sports Catering, LLC | USA | 100 |
| Restaurant One Limited Partnership | USA | 100 |
| Superior Limited Partnership | USA | 100 |
| 7 St. Paul Street, Suite 820, Baltimore, MD 21202, USA | | |
| Bon Appétit Maryland, LLC | USA | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
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| 4000 Faber Place Drive STE. 300, North Charleston, South Carolina 29405, USA CGSC Capital, Inc. | USA | 100 |
| 501 Louisiana Avenue, Baton Rouge, LA 70802-5921, USA Coastal Food Service, Inc. | USA | 100 |
| S.H.R.M. Catering Services, Inc. | USA | 100 |
| 80 State Street, Albany, NY 12207-2543, USA Coffee Distributing Corp. | USA | 100 |
| CulinArt Group, Inc. | USA | 100 |
| CulinArt, Inc. | USA | 100 |
| Mazzone Hospitality, LLC | USA | 100 |
| Quality Food Management, Inc. | USA | 100 |
| RA Tennis Corp. | USA | 100 |
| RANYST, Inc. | USA | 100 |
| Restaurant Associates LLC | USA | 100 |
| Restaurant Associates, Inc. | USA | 100 |
| Restaurant Services Inc. | USA | 100 |
| 2626 Glenwood Avenue, Suite 550, Raleigh, NC 27608, USA Compass 2K12 Services, LLC | USA | 100 |
| Compass HE Services, LLC | USA | 100 |
| Compass One, LLC | USA | 100 |
| Compass Two, LLC | USA | 100 |
| 2595 Interstate Drive, Suite 103, Harrisburg, PA 17110, USA Crothall Facilities Management, Inc. | USA | 100 |
| Custom Management Corporation Of Pennsylvania | USA | 100 |
| Morrison's Custom Management Corporation of Pennsylvania | USA | 100 |
| Newport Food Service, Inc. | USA | 100 |
| Williamson Hospitality Services, Inc. | USA | 100 |
| 50 West Broad Street, Suite 1330, Columbus, OH 43215, USA Cuyahoga Dining Services, Inc. | USA | 100 |
| 40 Technology Pkwy South, #300, Norcross, GA 30092, USA Food Services Management By Mgr, LLC | USA | 100 |
| Morrison Alumni Association, Inc. | USA | 100 |
| The M-Power Foundation, Inc. | USA | 100 |
| 221 Bolivar Street, Jefferson City, MO 65101, USA Dynamic Vending, Inc. | USA | 100 |
| Princeton South Corporate Ctr, Suite 160, 100 Charles Ewing Blvd, Ewing, NJ 08628, USA Gourmet Dining, LLC | USA | 100 |
| 300 Deschutes Way SW, Suite 304, Tumwater, WA 98501, USA Inter Pacific Management, Inc. | USA | 100 |
| 2900 SW Wanamaker Drive, Suite 204, Topeka, KS 66614, USA Myron Green Corporation | USA | 100 |
| PFM Kansas, Inc. | USA | 100 |
| Treat America Company, LLC | USA | 100 |
| Treat America Limited | USA | 100 |
| 8825 N. 23rd Avenue, Suite 100, Phoenix, AZ 85021, USA Prodine, Inc. | USA | 100 |
| Sacco Dining Services, Inc. | USA | 100 |
| 2908 Poston Avenue, Nashville, TN 37203, USA Southeast Service Corporation | USA | 100 |
| 1400 West Benson Blvd, Suite 370, Anchorage, AK 99503, USA Statewide Services, Inc. | USA | 100 |
| 1709 North 19th Street, Suite 3, Bismarck, ND 58501-2121, USA Compass ND, LLC | USA | 100 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| OTHER SUBSIDIARIES, JOINT ARRANGEMENTS, MEMBERSHIPS, ASSOCIATES AND OTHER SIGNIFICANT HOLDINGS | COUNTRY OF INCORPORATION OR ESTABLISHMENT | % HOLDING |
|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------|
| Ground Floor 35 – 51 Mitchell Street, McMahon's Point, NSW 2060, Australia | | |
| ESS Eastern Guruma PTY Ltd | Australia | 60 |
| ESS Gumala PTY Ltd | Australia | 60 |
| ESS NYFL PTY Ltd | Australia | 60 |
| Level 3, 12 Newcastle Street, Perth 6000, Australia | | |
| ESS Thalanyji PTY Ltd | Australia | 60 |
| ESS Larrakia PTY Ltd | Australia | 50 |
| Pavilion on the Lake, Brisbane Entertainment Centre, Melaleuca Drive, Boondall, Qld 4034, Australia | | |
| AEG Ogden (BCEC) Pty Ltd | Australia | 44 |
| AEG Ogden (Brisbane Stadium Management) Pty Ltd | Australia | 44 |
| AEG Ogden (Brisbane) Pty Ltd | Australia | 44 |
| AEG Ogden (Cairns) Pty Ltd | Australia | 44 |
| AEG Ogden (Consulting) Pty Ltd | Australia | 44 |
| AEG Ogden (Convex) Pty Ltd | Australia | 44 |
| AEG Ogden (Darwin) Pty Ltd | Australia | 44 |
| AEG Ogden (Dubai) Pty Ltd | Australia | 44 |
| AEG Ogden (Global Partnerships) Pty Ltd | Australia | 44 |
| AEG Ogden (Newcastle) Pty Ltd | Australia | 44 |
| AEG Ogden (Perth Arena) Pty Ltd | Australia | 44 |
| AEG Ogden (Perth Stadium) Pty Ltd | Australia | 44 |
| AEG Ogden (Perth) Pty Ltd | Australia | 44 |
| AEG Ogden (SEC) Pty Ltd | Australia | 44 |
| AEG Ogden (Sydney Arena) Pty Ltd | Australia | 44 |
| AEG Ogden (Sydney) Pty Ltd | Australia | 44 |
| AEG Ogden (Venue Services) Pty Ltd | Australia | 44 |
| AEG Ogden Holdings Pty Ltd (iii)(iv)(v) | Australia | 44 |
| AEG Ogden Pty Ltd (iii)(iv) | Australia | 44 |
| ICC Sydney Pty Ltd | Australia | 44 |
| Kings Basketball Pty Ltd (iii)(iv)(v) | Australia | 44 |
| Showclean Pty Ltd | Australia | 44 |
| Sydney Arena Sports Investments Pty Ltd | Australia | 44 |
| Sydney Exhibition Centre at Glebe Island Pty Ltd | Australia | 44 |
| Sydney Live Pty Ltd | Australia | 44 |
| The Arena Network Asia Pacific Pty Ltd | Australia | 44 |
| Australian Pavilion Services Pty Ltd | Australia | 22 |
| Combined Venues Group Pty Ltd | Australia | 22 |
| AZ1010, Baku City, Yasamal District, Jafar Jabbarli, House 44, Caspian Plaza, Baku 1065, Azerbaijan | | |
| ESS Support Services LLC | Azerbaijan | 50 |
| Eurest Support Services LLC | Azerbaijan | 50 |
| Av. Rio Branco, 1, sala 1201 Parte, Centro, 20090-003, Rio de Janeiro, RJ, Brazil | | |
| AEG Administracao de Estádios do Brasil LTDA | Brazil | 49 |
| R. Prof. Atílio Innocenti 165, 2º andar, Sala 02-119, Vila Nova Conceição, 04538-000, São Paulo, SP, Brazil | | |
| AEG Administracao de Estádios do Sudeste LTDA | Brazil | 50 |
| 12 Kodiak Crescent, Toronto, Ontario, M3J 3G5, Canada | | |
| Imperial Coffee and Services Inc. (iii)(iv)(v) | Canada | 88 |
| 1 Prologis Boulevard, Suite 400, Mississauga, Ontario, L5W 0G2, Canada | | |
| 1912219 Ontario Inc. (iii)(iv)(v)(vi)(viii) | Canada | 75 |
| Compass Group Sports and Entertainment – (Quebec) (x) | Canada | 67 |
| ECC – ESS Support Services (x) | Canada | 50 |
| 2265668 Ontario Ltd (iii)(iv)(v)(vi)(viii) | Canada | 49 |
| Amik Catering LP (x) | Canada | 49 |
| Dease River – ESS Support Services (x) | Canada | 49 |
| Dene West Limited Partnership (x) | Canada | 49 |
| ECC – Mi'kmaq Support Services (x) | Canada | 49 |
| ESS – DNDC Support Services (x) | Canada | 49 |
| ESS – Duncan's and Paddle Prairie Support Services (x) | Canada | 49 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

| | | |
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| ESS – East Arm Camp Services (x) | Canada | 49 |
| ESS – Kaatodh Camp Services (x) | Canada | 49 |
| ESS – Loon River Support Services (x) | Canada | 49 |
| ESS – Missanabie Cree Support Services (x) | Canada | 49 |
| ESS – Na Cho Nyak Dun Camp Services (x) | Canada | 49 |
| ESS – Ochapowace Support Services (x) | Canada | 49 |
| ESS – Pessamit Camp Services (x) | Canada | 49 |
| ESS – Wapan Manawan Services de Soutien (x) | Canada | 49 |
| ESS Haisla Support Services (x) | Canada | 49 |
| ESS HLFN Support Services (x) | Canada | 49 |
| ESS KNRA Support Services (x) | Canada | 49 |
| ESS Komatik Support Services (x) | Canada | 49 |
| ESS Liard First Nation Support Services (x) | Canada | 49 |
| ESS McKenzie Support Services (x) | Canada | 49 |
| ESS Okanagan Indian Band Support Services (x) | Canada | 49 |
| ESS Tataskweyak Camp Services (x) | Canada | 49 |
| ESS/Bushmaster Camp Services (x) | Canada | 49 |
| ESS/Fort a la Corne Support Services (x) | Canada | 49 |
| ESS/McLeod Lake Indian Band Support Services (x) | Canada | 49 |
| ESS/Mosakahiken Cree Nation Support Services (x) | Canada | 49 |
| ESS/Nuvumiut Support Services (x) | Canada | 49 |
| ESS/Takla Lake Support Services (x) | Canada | 49 |
| ESS/WEDC Support Services (x) | Canada | 49 |
| First North Catering (x) | Canada | 49 |
| KDM – ESS Support Services (x) | Canada | 49 |
| Mi'Kmaq-ECC Nova Scotia Support Services (x) | Canada | 49 |
| Nisga'a Village - ESS Support Services (x) | Canada | 49 |
| Poplar Point Camp Services (x) | Canada | 49 |
| Songhees Nation Support Services (x) | Canada | 49 |
| 30 Queen's Road, St. John's, Newfoundland and Labrador, A1C 2A5, Canada | | |
| Labrador Catering Inc | Canada | 49 |
| Labrador Catering LP (x) | Canada | 49 |
| 1700-666 Burrard Street Park Place Vancouver BC V6C2X8 Canada | | |
| AEG Facilities Canada Holdings, LP | Canada | 49 |
| Clearwater River Dene Nation Reserve No. 222, P.O. Box 5050, Clearwater, Saskatchewan, S0M 3H0, Canada | | |
| Clearwater Catering Limited (iii)(iv)(v)(vi) | Canada | 49 |
| 130 King Street West, Suite 1800, Toronto, Ontario, M5X 1E3 | | |
| Umbrel Hospitality Group Inc. | Canada | 49 |
| Room 234, No.195, Bong Xing Road, Pudong New District, China | | |
| Shanghai ESS Support Services Co., Ltd. (ii) | China | 83 |
| FO-110, Torshavn, Faroe Islands | | |
| P/F Eurest Føroyar | Denmark | 51 |
| 123 avenue de la République – Hall A, 92320 Châtillon, France | | |
| Sopregim SAS | France | 80 |
| Steenbeker Weg 25, 24106, Kiel, Germany | | |
| Lubinus – orgaMed Sterilgut GmbH | Germany | 49 |
| Konrad-Zuse-Platz 2, 81829 München, Germany | | |
| Leonardi EPM GmbH | Germany | 75 |
| Leonardi Vermögensverwaltungs GmbH | Germany | 75 |
| Leonardi Betriebsverwaltungs GmbH | Germany | 75 |
| Leonardi GmbH & Co. KG | Germany | 75 |
| Leonardi Kaffee neu entdecken GmbH & Co. KG | Germany | 75 |
| Hutschiner Straße 8, 81677, München, Germany | | |
| Leonardi SVM GmbH | Germany | 75 |
| Grillparzerstraße 8, 81675, München, Germany | | |
| Leonardi HPM GmbH | Germany | 75 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

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| MZSK & Associates, Chartered Accountants, Level 9, The Ruby, Senapati Bapat Road, Dadar-W, Mumbai 400028, India AEG Ogden Hyderabad Pvt Ltd | India | 44 |
| Hamarikyu Kensetsu Plaza, 5-5-12, Tsukiji, Chuo-ku, Tokyo 104-0045, Japan Chiyoda Kyushoku Services Co., Ltd | Japan | 90 |
| 5-7-5, Chiyoda, Naka-ku, Nagoya-City, Aichi-Prefecture, 460-0012, Japan Seiyo General Food Co., Ltd | Japan | 50 |
| 060011, Atyrauskaya Oblast, Atyrau city, Beibarys Sultan avenue 506, Kazakhstan TOO Eurest Support Services Company B LLP | Kazakhstan | 50 |
| 060011, Old Airport Road 64, Atyrau City, Atyrau Oblast, Republic of Kazakhstan TOO ESS Kazakhstan LLP | Kazakhstan | 60 |
| 10A Rue Henri Schnadt, L-2530, Luxembourg Geria SA | Luxembourg | 25 |
| Level 18 The Gardena North Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur, 59200, Malaysia EM-SSIS Services Sdn. Bhd. (ii) Urusan Bakti Sdn. Bhd. (ii) | Malaysia Malaysia | 42 35 |
| Level 54, Tower 2, PETRONAS Twin Towers, Kuala Lumpur City Centre, 50088 Kuala Lumpur, Malaysia Convex Malaysia SDN BHD | Malaysia | 21 |
| Suite 1301, 13th Floor, City Plaza Jalan Tebrau, 80300 Johor Bahru Johor, Malaysia Knusford Compass Sdn. Bhd. | Malaysia | 49 |
| 51/52 II Piazzetta, Valletta, Malta Eurest (Malta) Ltd (ii)(iii) | Malta | 51 |
| 1 Avenue Henri Dunant, Palais De La Scala, 3eme, Etage – No 1125, 98000 MC, Monaco Eurest Monaco S.A. (ii) | Monaco | 99.99 |
| Laarderhoogtweg 11, 1101 DZ, Amsterdam, Netherlands Compass Group International Coöperatief W.A. (x) Compass Group International Coöperatief 2 W.A. (x) Compass Group International Coöperatief 3 W.A. (x) Compass Group International Finance C.V. (x) | Netherlands Netherlands Netherlands Netherlands | 100 100 100 100 |
| Bdo Spicers, Level 8, 120 Albert Street, Auckland, New Zealand AEG Ogden (NZ) LTD | New Zealand | 44 |
| Okesnoyveien 16, 1366, Lysaker, 1366, Norway Forpleiningstjenester A/S | Norway | 33.33 |
| Harbitzalléen 2A, 0275 Oslo, PÅ Box 4148, Sjølyst, 0217 Oslo, Norway Gress-Gruppen A/S | Norway | 33.33 |
| c/o Warner Shand Lawyers Waigani, Level 1 RH Hypermarket, Allotment 1 Section 479 (off Kennedy Road), Gordons NCD, Papua New Guinea Eurest OKAS Catering Ltd (ii) Eurest Lotic (PNG) JV Ltd (ii) | Papua New Guinea Papua New Guinea | 55 50 |
| 2 Floor, Al Mana Commercial Tower, C-Ring road, Doha, P O BOX 22481, Qatar Compass Catering Services WLL | Qatar | 20 |
| PO Box 31952, Al Khobar 31685 KSA, Saudi Arabia Compass Arabia LLC | Saudi Arabia | 30 |
| Calle Pinar de San Jose 98, Planta 1a, 28054, Madrid, Spain Gourmet on Wheels, S.L.U. | Spain | 99 |
| Nationalarenan i Solna AB, Putte Kocks Plats 1, SE-169 79 Solna, Sweden Nationalarenan i Solna AB | Sweden | 49 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

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| Stockholm Live AB, P.O. Box 10055, SE-121, 27 Stockholm-Globen, Sweden Stockholm Live AB | Sweden | 49 |
| PD Services AG, Mühlebachstrasse 6, 8008 Zürich, Switzerland AEG Management Switzerland GmbH | Switzerland | 49 |
| Vedat Gonyol Cad, Demir Sok, No: 1/A, Istanbul, Turkey AEG Danismanlikve Isletme Faaliyetleri Anonim Ltd Sirketi | Turkey | 49 |
| Office No. 204, Mawilah, Al Sharjah, P O Box: 1897, United Arab Emirates Abu Dhabi National Hotels – Compass LLC | UAE | 50 |
| Abu Dhabi National Hotels Company Building, Sheikh Rashid Bin Saeed Al Maktoum Street, Abu Dhabi, United Arab Emirates Abu Dhabi National Hotels Compass Middle East LLC | UAE | 50 |
| The Owner Saeed Ahmed Ghobash, Oud Metha, Street Bur Dubai, P.O. BOX 31769 Dubai, United Arab Emirates Abu Dhabi National Hotels – Compass Emirates LLC | UAE | 50 |
| Building 8, Floor 4, Unit 416, Dubai Media City, Dubai, United Arab Emirates AEG Ogden Middle East FZ-LLC | UAE | 44 |
| Parklands Court, 24 Parklands, Birmingham Great Park, Rubery, Birmingham, B45 9PZ, United Kingdom Chartwells Hounslow (Feeding Futures) Limited (iii)(iv) Eat Dot Limited (ii)(iii) | UK UK | 75 57.05 |
| County Ground, Edgbaston, Birmingham, B5 7QU, United Kingdom Edgbaston Experience Limited (iii)(iv) | UK | 25 |
| The Oval, Kennington, London, SE11 5SS United Kingdom Oval Events Holdings Limited (iv)(v)(vi) Oval Events Limited (iv)(v)(vi) | UK UK | 37.5 37.5 |
| The O2, Peninsula Square, London, SE10 0DX, United Kingdom AEG Facilities (UK) Ltd | UK | 49 |
| San Gabriel 4004, Montevideo- 12000, Uruguay AEG Facilities Uruguay SA | Uruguay | 49 |
| 84 State Street, Boston, MA 02109, USA Fame Food Management Inc. The Food Management Enterprise Corporation Levy Maryland, LLC | USA USA USA | 84 84 74 |
| 251 Little Falls Drive, Wilmington, DE 19808, USA B & I Catering, LLC CMCA Catering, LLC PCHI Catering, LLC Wolfgang Puck Catering and Events, LLC WPL, LLC Community Living Holdings, LLC Unidine Corporation Levy LA Concessions, LLC Learfield Levy Foodservice, LLC Restaurant Services I, LLC Parlay Solutions, LLC Thompson Facilities Services LLC Thompson Hospitality Services, LLC WP Casual Catering, LLC Chicago Restaurant Partners, LLC | USA USA USA USA USA USA USA USA USA USA USA USA USA USA USA USA | 90 90 90 90 90 90 84 84 62.5 50 50 50 49 49 45 42 |
| 2710 Gateway Oaks Drive, Suite 150N, Sacramento, CA 95833-3505, USA C&B Holdings, LLC H & H Catering, L.P. | USA USA | 90 90 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|------|
| 2626 Glenwood Avenue, Suite 550, Raleigh, NC 27608, USA Waveguide LLC | USA | 57 |
| 2215-B Renaissance Drive, Las Vegas, NV 89119, USA GLV Restaurant Management Associates, LLC | USA | 90 |
| 211 E. 7th Street, Suite 620, Austin, TX 78701-3218, USA Wolfgang Puck Catering & Events of Texas, LLC | USA | 90 |
| 980 N. Michigan Ave., Suite 400, Chicago, IL 60611, USA Convention Hospitality Partners | USA | 80 |
| Atlanta Sports Catering | USA | 50 |
| Orlando Foodservice Partners | USA | 50 |
| 1400 West Benson Blvd, Suite 370, Anchorage, AK 99503, USA KIJIK/ESS, LLC | USA | 80 |
| Statewide/GanaAYoo JV | USA | 50 |
| 801 Adlai Stevenson Drive, Springfield, IL 62703, USA 110 East Pearson Limited Partnership | USA | 66 |
| Park Concession Management, LLC | USA | 50 |
| Park Foodservice, LLC | USA | 50.1 |
| 40 Technology Pkwy South, #300, Norcross, GA 30092, USA Eversource LLC | USA | 51 |
| 80 State Street, Albany, NY 12207-2543, USA RA Patina, LLC | USA | 50 |
| 111 Eighth Avenue New York, NY 10011, USA RA Patina Management LLC | USA | 50 |
| Corporation Trust Centre, 1209 Orange Street, Wilmington, DE 19801, USA AEG Facilities, LLC | USA | 49 |
| AEG Facilities Canada Holdings, LP | USA | 49 |
| AEG Management Bakersfield, LLC | USA | 49 |
| AEG Management Brooklyn, LLC | USA | 49 |
| AEG Management Chicago, LLC | USA | 49 |
| AEG Management DL, LLC | USA | 49 |
| AEG Management FL, LLC | USA | 49 |
| AEG Management Glendale, LLC | USA | 49 |
| AEG Management HCC, LLC | USA | 49 |
| AEG Management KC, LLC | USA | 49 |
| AEG Management LACC, LLC | USA | 49 |
| AEG Management Louisville, LLC | USA | 49 |
| AEG Management Nassau, LLC | USA | 49 |
| AEG Management NJ, LLC | USA | 49 |
| AEG Management Oakland, LLC | USA | 49 |
| AEG Management Pittsburgh, LLC | USA | 49 |
| AEG Management PR, LLC | USA | 49 |
| AEG Management TWN, LLC | USA | 49 |
| AEG Management VAB, LLC | USA | 49 |
| AEG Management WA, LLC | USA | 49 |
| AEG Ontario Arena, LLC | USA | 49 |
| AEG Ontario Sports & Entertainment, LLC | USA | 49 |
| AEG Ontario, LLC | USA | 49 |
| AEG Management SD, LLC | USA | 39 |
| 3500 Sports Arena Blvd., San Diego CA 92110, USA San Diego Entertainment, Inc | USA | 39 |
| c/o Union Square Hospitality Group, LLC Attn: Chief Legal Officer, 853 Broadway, 17th Floor, New York, New York, 10003 USA Hudson Yards Catering, LLC | USA | 30 |
| 425 Walnut Street – #1800, Cincinnati OH 45202, USA Arena Management Holdings, LLC | USA | 27 |
| Cincinnati Cyclones, LLC | USA | 27 |

Compass Group Holdings PLC

Notes to the accounts (continued) For the year ended 30 September 2019

6055 Lakeside Commons Drive, Suite 440, Macon, GA, 31210, USA
Kimco Holdings, LLC (iv)

USA

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NOTES

1. Unless otherwise stated, indirectly owned by Compass Group Holdings PLC, active status and ordinary shares issued.
2. In some of the jurisdictions where we operate, share classes are not defined and in these instances, for the purposes of disclosure, we have classified these holdings as ordinary.
3. A number of the companies listed are legacy companies which no longer serve any operational purpose.

CLASSIFICATIONS KEY

- (i) Directly owned by Compass Group Holdings PLC
- (ii) Dormant/non-trading
- (iii) A Ordinary shares
- (iv) B Ordinary shares
- (v) C Ordinary and/or Special shares
- (vi) D, E and/or F Ordinary shares
- (vii) Deferred shares
- (viii) Preference including cumulative, non-cumulative and redeemable shares
- (ix) Redeemable shares
- (x) No share capital, share of profits
- (xi) Limited by guarantee