



MEDIA RELEASE, 20 April 2010

COMPASS GROUP SA & THEBE INVESTMENT CORPORATION JOIN FORCES

Deal poised to transform SA's R4bn catering industry

Compass Group Southern Africa ("Compass SA") has formed a new partnership with Thebe Investment Corporation ("Thebe"), South Africa's oldest BEE company, which now holds a 25% BEE equity stake in the R1,5bn catering and support services group.

The deal will make Compass SA the largest BEE empowered company in the R4bn contract catering industry employing in excess of 7 000 people and operating from more than 700 client sites.

Compass SA provides catering and support services to a large number of public- and private-sector organisations. Since global parent Compass Group PLC invested in the business in 1997, Compass SA has grown at an annual compound rate in excess of 20%. Together with its new partners, Thebe Investment Corporation, the group expects to continue to grow strongly.

Mr Monwabisi Kalawe, Country Managing Director for Compass SA, says: "Thebe is a huge player in South Africa's tourism industry and there are enormous new business opportunities for Compass.

"We chose Thebe very carefully from a host of potential partners. Thebe brings vast experience to our business through its breadth of investment and quality of management."

Mr Andy Furlong, the Group Managing Director of Compass Group responsible for Africa, Asia and the Middle East says: "We have invested in the Compass SA business as a springboard into Africa and its growth has exceeded our expectations. Our success is anchored in Health and Safety in everything we do as well as the passion and commitment of our Great People. We have every confidence that Thebe's investment will help accelerate our growth."

Kalawe agrees, pointing out that the association with Compass Group PLC has introduced expertise and best practice which has helped the business to grow substantially. "Compass's

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expertise in the multi services business, which now represents 18% of global revenue, is giving us a new platform for growth. We are delighted to partner with Thebe which will help us to grow in all sectors.”

Compass SA’s board has characterised the deal as one of the country’s “most significant Black Economic Empowerment transactions” but is not able to disclose its value.

Mr Vusi Khanyile, Thebe’s chairman, is looking forward to the opportunity to gain a foothold in a global company that has more than 386 000 employees across more than 50 countries and which has an annual turnover of £13bn as at 30 September 2009 (approximately R250bn). Thebe will benefit from the Compass Group’s international best practice, systems and product lines which should enable Thebe to achieve “exciting” returns from the new investment.

Mr. Monwabisi Fandesu, the CEO of Thebe Tourism Group, says: “This partnership is momentous as it expands Thebe Tourism’s footprint in the hospitality industry and serves to reinforce our status as the preeminent black-owned tourism group in South Africa. It is my belief that having Compass as a partner will stand us in good stead as we further exploit and extend the existing synergies to strengthen our hospitality portfolio.

“I have no doubt that our shareholders will be gratified with the results; the synergies between the two companies extend beyond tourism and hospitality. Massive synergies exist across the diverse sectors in which our holding company, Thebe Investment Corporation operates, and Compass SA’s products, services and the sites from which it operates – which range from mining villages, hospitals, staff restaurants to secondary and tertiary educational institutions, and a host of others.”

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About Thebe

From its origins in 1992 as a pioneering broad-based black economic empowerment company, Thebe Investment Corporation has grown into one of South Africa's leading, world class, African investment management firms.

Thebe's investment portfolio is diverse, ranging from tourism to petrochemicals, telecommunications and health care.

Over its 18 year history, Thebe has evolved into a unique entrepreneurial company that is socially embedded: in its origins, its purpose and through its values. Thebe exists not to create profit for its own sake, but is driven by commitment to socially embed wealth creation to serve the broader interest of the community.

Thebe's activities are divided into four areas:-

- Thebe Mining Resources
- Thebe Capital, which houses the Group's strategic long term investments
- Thebe Tourism Group, which is a fully integrated tourism company
- Thebe Enterprises, which houses the Group's medium sized companies

“INSPIRED BY THE AFRICAN QUEST FOR EXCELLENCE”

About Thebe Tourism Group

Thebe Tourism Group is a wholly owned subsidiary of Thebe Investment Corporation. Formed in 2001, the Group is now the oldest and preeminent black-empowered South African tourism group.

With a focus on offering innovative, integrated market-driven products, the Thebe Tourism Group has grown to hold significant direct investments in, and control of, prime assets and services in tourism and allied industries. Its vast portfolio includes inbound tourism services, foreign exchange, travel management services, exhibition, venue and event management; retail stores, car rental as well as the management of some of South Africa's key and iconic tourist attractions.

About Compass Group PLC

Compass Group PLC is one of the world's largest food services companies with annual revenue in the year ended 30 September 2009 of more than £13bn (approximately R148bn). Multi services -- that is, bundled food and support services -- now accounts for 18% of Group revenues (comprising 5% food service and 13% support services).

Founded in 1984, Compass SA has gone through several name changes and alterations to its shareholding structure. In 1997 Compass Group PLC acquired a 70% stake in what was then Kagiso Khulani Supervision Food Services, with Kagiso and Khulani each owning 15% of the equity.

Kagiso and Khulani recently exercised their put options in favour of Compass SA, which is now replacing that combined 30% stake with a 25% equity stake to Thebe.

Compass's PLC's business philosophy is "to deliver the same superior standards of service globally, daily, personally" – a credo that applies equally to the South African subsidiary.

The Thebe transaction ensures that Compass SA's level 3 BEE status is not diluted.