

Compass Group Peru

ISIN CODE: VG0000259

Overall score 10/100

Sector: ALAS20 investors

Companies in sector panel: 34

Information rate: 18% (Sector average: 34%)
Company cooperation level: Not responsive *

General information

Compass Group Peru is a private investment firm. The company was founded in 2002 and is based in Lima, Peru with additional offices in Buenos Aires, Argentina, Santiago, Chile, Bogota, Colombia and Mexico City, Mexico.

Main Economic Segment**

Turnover



■ Sector performance
■ Company performance
 Rating: min -- / max ++

Key issues

Corporate governance is critical to ensuring that a well-functioning system of checks and balances protects the interests of all of the company's stakeholders. The effectiveness of the Board of Directors (CGV1.1) is a key issue to be addressed: this can be gleaned from information on Board composition (independence and competencies) and its way of functioning (regularity of Board meetings, evaluation of performance). Other important corporate governance factors include the effectiveness of the Audit and Internal control system (CGV2.1), the protection of Shareholders Rights (CGV3.1) and the establishment of Executive Remunerations (CGV4.1) which align executives' and company's interests.

Company performance

- Compass Group Peru's performance in the Corporate Governance domain is weak.
 - Due to the lack of relevant disclosure on its commitments towards issues linked to its responsibilities and risks in this domain, our assurance on the company's performance in the "Corporate Governance" domain is weak. In particular, the company does not disclose the necessary information to assess the directors level of independence, information regarding the audit and internal controls system in place, or information on the rules guiding executives' remuneration. Information on how ESG considerations may have been integrated in the Corporate Governance structure of the investor is not disclosed either.

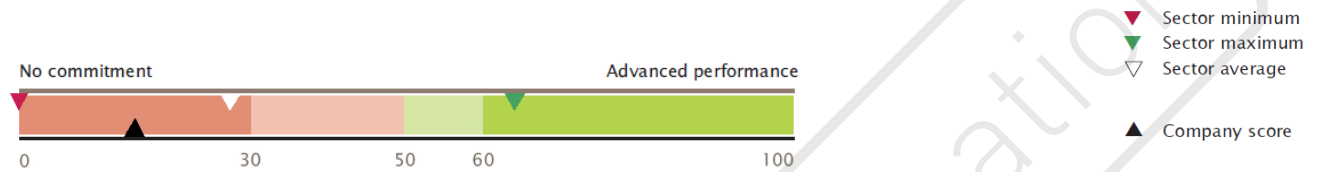
* On a 4-level scale: proactive, responsive, partially responsive, not responsive
 ** See detailed economic indicators in Selected financial data section
 *** Based on the most recent Index at the date of publication

Corporate Governance

Score : 10

CGV1.1 Board of Directors

(score: 15, weight: 3)



[UNLISTED COMPANIES] Existence and independence of Nomination Committee

Information disclosed on this subject is insufficient or not relevant.

Independence of board Chairman

The roles of Chairman and CEO are combined and there is no senior independent director.

Responsibility allocated over CSR issues

Information on the responsibilities allocated over CSR issues is insufficient.

[UNLISTED COMPANIES] Corporate governance strategy

Information disclosed on the corporate governance strategy is insufficient or not relevant.

Share of independent shareholder-elected Board members

*The majority of Board members are non-executive directors.
No members of the five-member Board are considered independent*

Diversity of the skills and backgrounds of the Board

*The Board of Directors diversity appears to be partial:
- Board members with demonstrated professional experience in the company's sector of activities
All directors have worked in Banks or investment institution.*

Training and expertise provided to board members

Information obtained from company and public sources regarding training provided to board members is insufficient.

Regular election of Board members

Information obtained from company and public sources regarding the regular election of board members is insufficient.

Evaluation of board functioning and performance

Information obtained from company and public sources regarding the evaluation of board functioning and performance is insufficient.

Review of CSR issues at Board meeting

Information obtained from company and public sources regarding the review of CSR issues at board meetings is insufficient.

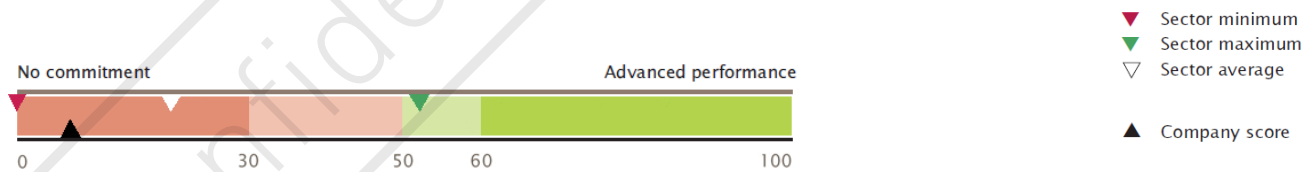
Regularity of and attendance at Board meetings

Information obtained from company and public sources regarding the regularity of and attendance at board meetings is insufficient.

Non-independent board members (excl. employee representatives)	Role	Current or Former Executive	More than 9 years on board	Stock options or warrants	Paid >1/2 executive salary	Owens or represents >3% company's shares	Other
JORGE IGNACIO DIAZ ECHEVERRIA	Chairman and CEO	X					
FRANCISCO JORGE PAZ SAENZ							
JULIAN VASQUEZ							Regional Head of Legal and Compliance de Compass Group.
JAIME DE LA BARRA JARA							Founding Partner of Compass Group Chile.
JAIME MARTI FERNANDEZ							Country head of Compass Group in Santiago.

CGV2.1 Audit & Internal Controls

(score: 7, weight: 3)



Operational and CSR risks covered by the company's internal controls system

Information disclosed on this subject is insufficient or not relevant.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

[UNLISTED COMPANIES] Existence and independence of Audit Committee

Information disclosed on this subject is insufficient or not relevant.

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Skills and backgrounds of Audit Committee members

Information disclosed on this subject is insufficient or not relevant.

Governance of risks

Information disclosed on this subject is insufficient or not relevant.

Role of the Audit Committee in overseeing internal and external controls

Information obtained from company and public sources regarding the role of the Audit Committee in overseeing the internal controls system is insufficient.

Management of the CSR risks

Information obtained from company and public sources regarding the management of the CSR risks is insufficient.

Independence of the firm's external auditors

Information obtained from company and public sources regarding the independence of the firm's external auditors is insufficient.

Supervision of risk-taking staff

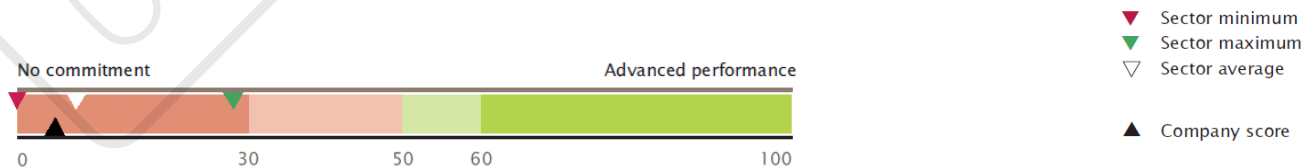
Information disclosed on this subject is insufficient or not relevant.

Inclusion of CSR issues in company reporting

The company does not publish any significant CSR reporting.

CGV3.1 Shareholders
(deactivated)

CGV4.1 Executive Remuneration
(score: 5, weight: 2)



[UNLISTED COMPANIES] Existence and independence of Remuneration Committee

Information disclosed on this subject is insufficient or not relevant.

Disclosure of senior executives' individual remuneration

Disclosure of executive remuneration data for senior executives is insufficient.

[UNLISTED COMPANIES] Link between variable remuneration and the economic and CSR performance of the company

There is no disclosure on what rules guide the company in allocating variable remuneration to senior executives.

Severance pay for senior executives

Information obtained from company and public sources regarding severance pay for senior executives is insufficient.

Risk alignment of remuneration of top senior executives

Information on risk adjustments of remuneration is insufficient or not relevant.

Evolution of CEO-to-employee compensation ratio

Information obtained from company and public sources regarding the compensation of CEO and the average employee salary is insufficient. Neither the CEO nor the personnel expenses are disclosed.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

Confidential Information

Contacts

Analyst : Cynthia Guzman • cynthia.guzman@vigeo.com
Sector Lead: Céline Bonnenfant • celine.bonnenfant@vigeo.com

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