



# Q1 Fiscal 2025 Earnings Results

FEBRUARY 4, 2025



*This presentation contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These statements reflect our current expectations as to future events based on certain assumptions and include any statement that does not directly relate to any historical or current fact. These statements include, but are not limited to, statements under the heading, "Fiscal 2025 Outlook," "Modeling Assumptions," and those related to our expectations regarding the performance of our business, our financial results, our operations, our liquidity and capital resources, the conditions in our industry and our growth strategy. In some cases, forward-looking statements can be identified by words such as "outlook," "aim," "anticipate," "have confidence," "estimate," "expect," "will be," "will continue," "will likely result," "project," "intend," "plan," "believe," "see," "look to" and other words and terms of similar meaning or the negative versions of such words. These forward-looking statements are subject to risks and uncertainties that may change at any time, and actual results or outcomes may differ materially from those that we expected.*

*Some of the factors that we believe could affect or continue to affect our results include without limitation: unfavorable economic conditions; natural disasters, global calamities, climate change, pandemics, energy shortages, sports strikes and other adverse incidents; geopolitical events including, but not limited to, the ongoing conflict between Russia and Ukraine and the ongoing conflict in the Middle East, global supply chain disruptions, inflation, volatility and disruption of global financial markets; the failure to retain current clients, renew existing client contracts and obtain new client contracts; a determination by clients to reduce their outsourcing or use of preferred vendors; competition in our industries; increased operating costs and obstacles to cost recovery due to the pricing and cancellation terms of our food and support services contracts; currency risks and other risks associated with international operations, including compliance with a broad range of laws and regulations, including the United States Foreign Corrupt Practices Act; risks associated with suppliers from whom our products are sourced; disruptions to our relationship with our distribution partners; the contract intensive nature of our business, which may lead to client disputes; the inability to hire and retain key or sufficient qualified personnel or increases in labor costs; our expansion strategy and our ability to successfully integrate the businesses we acquire and costs and timing related thereto; risks associated with the completed spin-off of Aramark Uniform and Career Apparel ("Uniform") as an independent publicly traded company to our stockholders; continued or further unionization of our workforce; liability resulting from our participation in multiemployer defined benefit pension plans; laws and governmental regulations including those relating to food and beverages, the environment, wage and hour and government contracting; liability associated with noncompliance with applicable law or other governmental regulations; new interpretations of or changes in the enforcement of the government regulatory framework; increases or changes in income tax rates or tax-related laws; potential liabilities, increased costs, reputational harm, and other adverse effects based on our commitments and stakeholder expectations relating to environmental, social and governance considerations; the failure to maintain food safety throughout our supply chain, food-borne illness concerns and claims of illness or injury; a cybersecurity incident or other disruptions in the availability of our computer systems or privacy breaches; our leverage; variable rate indebtedness that subjects us to interest rate risk; the inability to generate sufficient cash to service all of our indebtedness; debt agreements that limit our flexibility in operating our business; and other factors set forth under the headings "Part I, Item 1A Risk Factors," "Part I, Item 3 Legal Proceedings" and "Part II, Item 7 Management's Discussion and Analysis of Financial Condition and Results of Operations" and other sections of our Annual Report on Form 10-K, filed with the Securities and Exchange Commission (the "SEC") on November 19, 2024 as such factors may be updated from time to time in our other periodic filings with the SEC, which are accessible on the SEC's website at [www.sec.gov](http://www.sec.gov) and which may be obtained by contacting Aramark's investor relations department via its website at [www.aramark.com](http://www.aramark.com). These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included herein and in our other filings with the SEC. As a result of these risks and uncertainties, readers are cautioned not to place undue reliance on any forward-looking statements included herein or that may be made elsewhere from time to time by, or on behalf of, us. Forward-looking statements speak only as of the date made. We undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, changes in our expectations, or otherwise, except as required by law.*

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**Q1 Fiscal 2025  
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Chain Expansion**

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**Fiscal 2025  
Outlook**



## Summary of Q1 Fiscal 2025 Highlights

<b>Revenue</b>	<b>+3%</b>
<b>Organic Revenue</b>	<b>+5%</b>

- Highest revenue for any quarter in Global FSS history
- Reflects prior year portfolio changes in Facilities

<b>Foodservice Revenue</b>	<b>+5%</b>
<b>Foodservice Organic Revenue</b>	<b>+6%</b>

- Driven by strong base business and net new business
- FSS US +5%; FSS International +10%<sup>2</sup>

<b>Operating Income</b>	<b>30%<sup>1</sup></b>
<b>Adjusted Operating Income (AOI)</b>	<b>13%<sup>2</sup></b>

- Record AOI for a first quarter in Global FSS history
- Operating Income margin +100 bps<sup>1</sup>; AOI margin +40 bps<sup>2</sup>

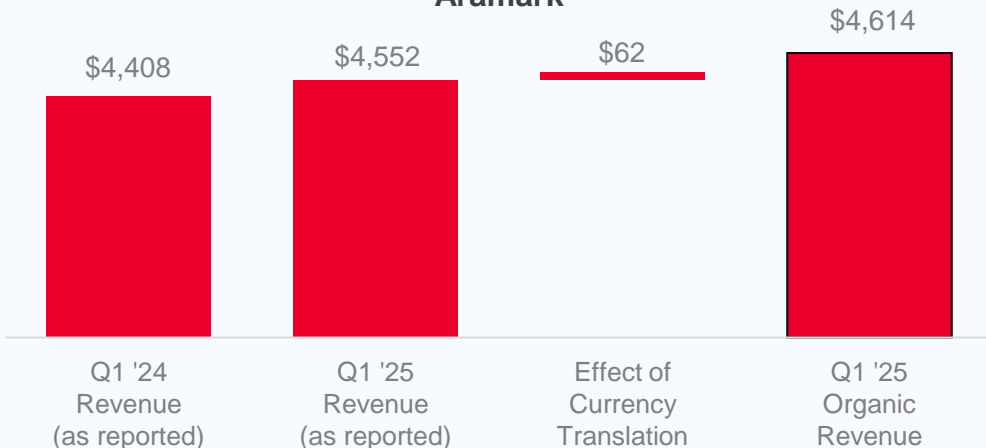
<b>GAAP EPS</b>	<b>+264%<sup>1</sup></b>
<b>Adjusted EPS</b>	<b>+25%<sup>2</sup></b>

- Results driven by execution of profitable growth strategies across organization



# Revenue Growth Across Segments

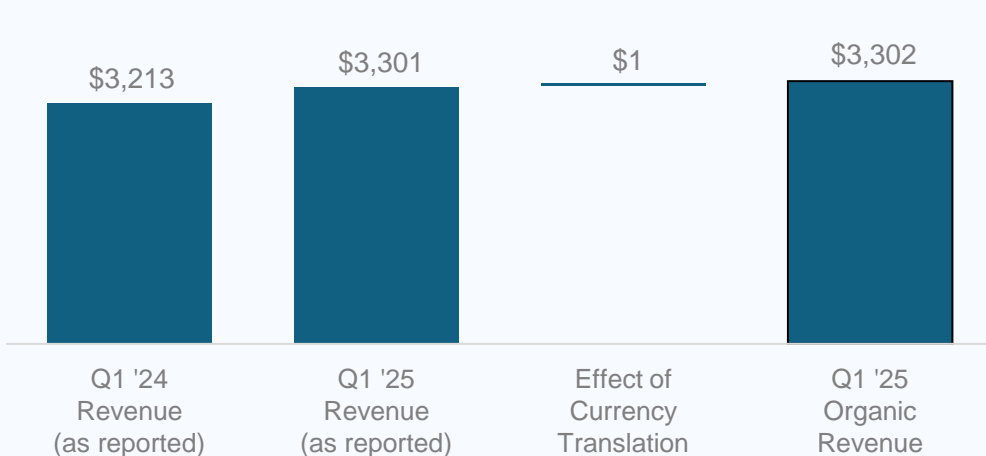
## Aramark



**+5%**  
Organic Growth  
Aramark

- FSS US growth driven by higher participation rates in Workplace Experience, meal plan optimization in Collegiate Hospitality, additional micro-market and vending services in Refreshments, and strong new business wins in Corrections
- FSS International growth from all geographic regions with the UK, Canada, Chile, and Ireland leading the way

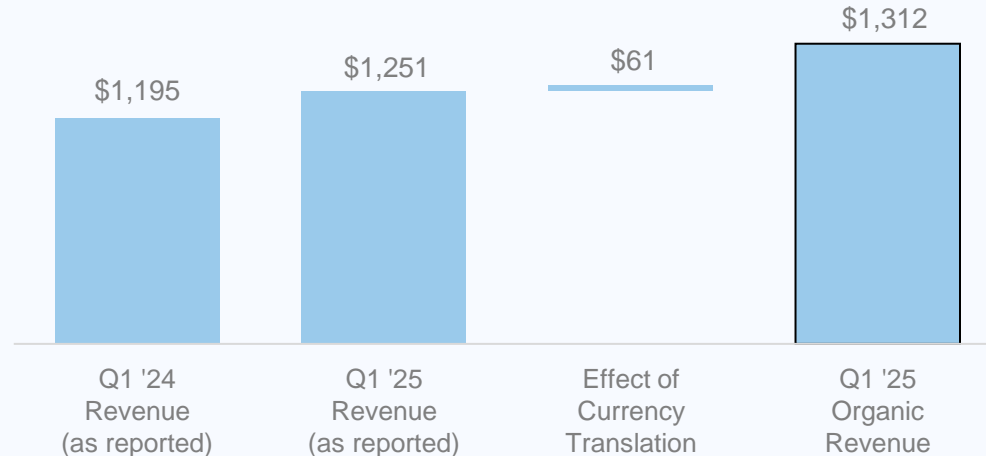
## FSS United States



**+3%\***  
Organic Growth  
FSS United States

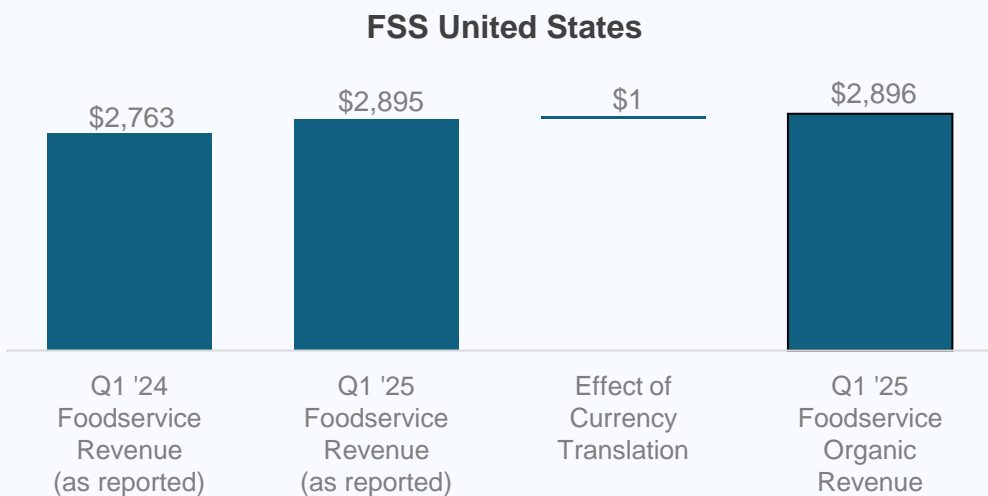
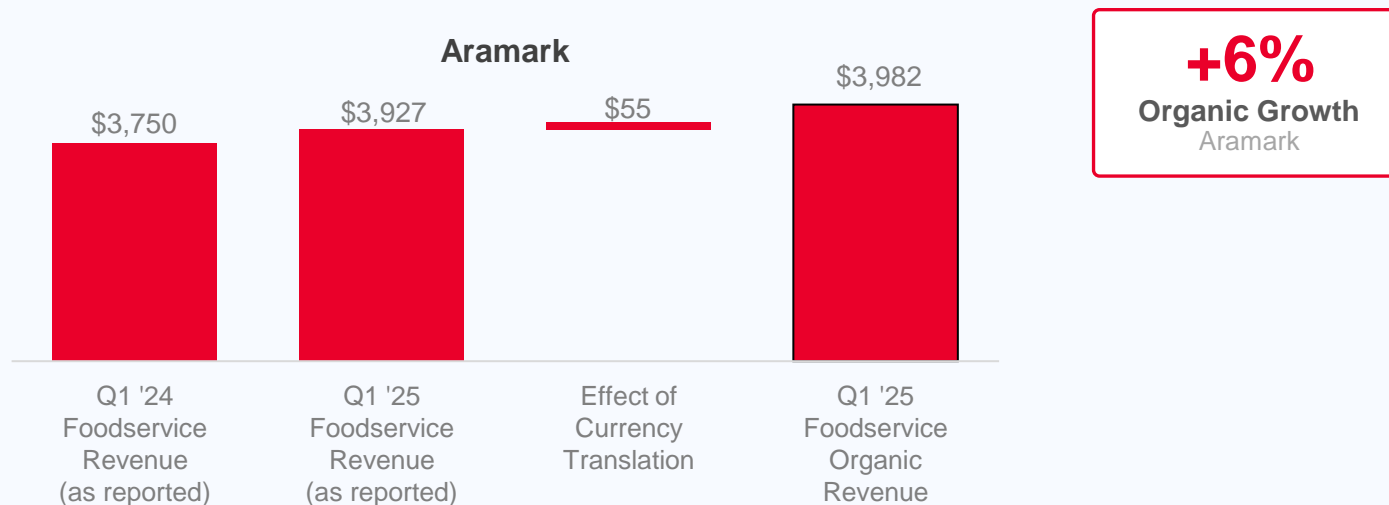
**+10%**  
Organic Growth  
FSS International

## FSS International



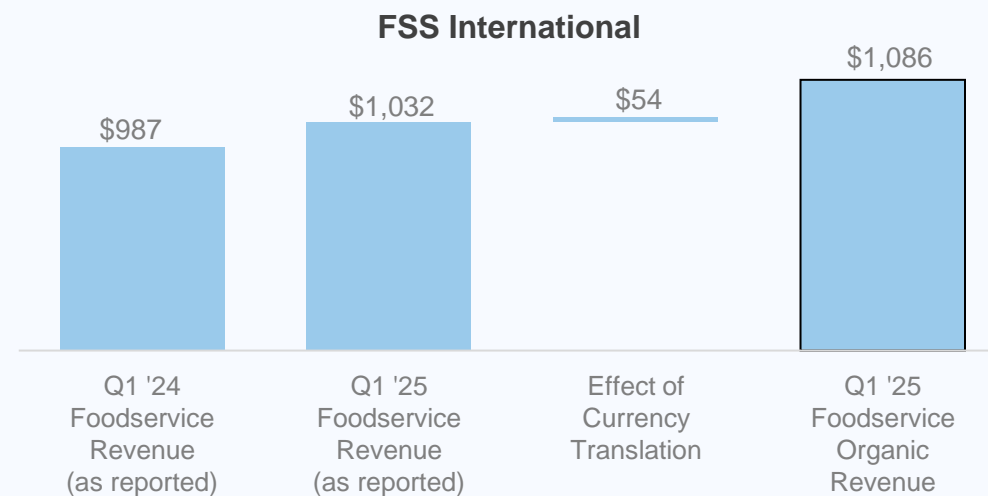


# Foodservice Revenue Growth Across Segments



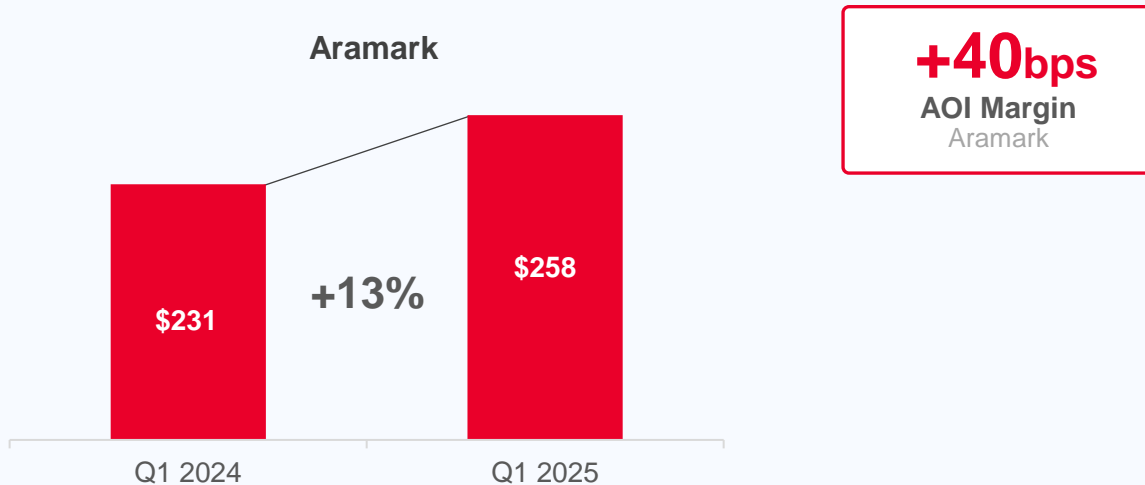
**+5%**  
Organic Growth  
FSS United States

**+10%**  
Organic Growth  
FSS International

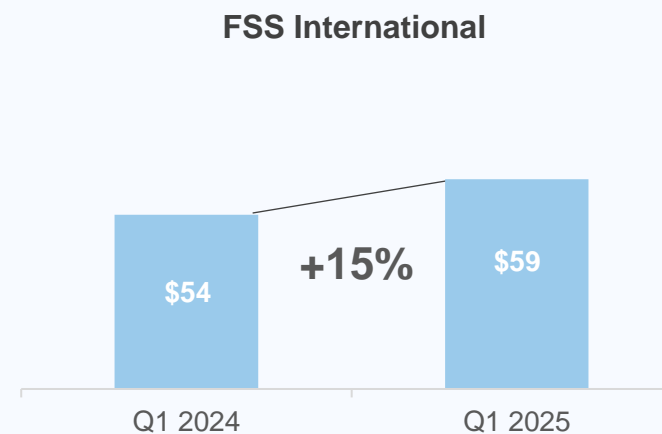
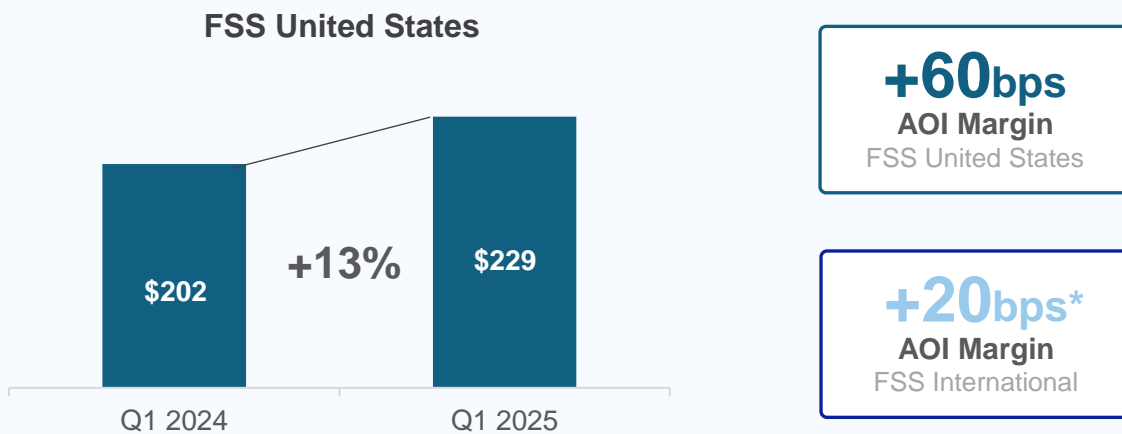




# Adjusted Operating Income and Margin Expansion



- AOI growth and margin expansion driven by:**
- Higher base business volume combined with maturity of new business
  - Supply chain efficiencies
  - Effective management of in-unit costs
  - Ongoing approach to technology with automation and AI





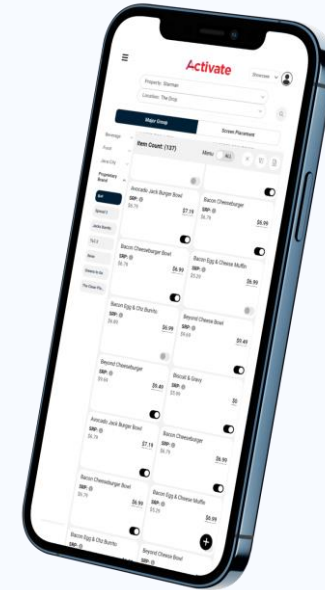
### Hospitality IQ's focus on automation

Automation and the continued use of AI is increasing front-line associates time to service clients and consumers. Moving tasks and decisions to phone enables more moments to deliver hospitality experiences

### Connected Experiences allow speed and scale to capture revenue and profitability

To capture pricing and new items more quickly, the point-of-sale menu management process has been automated and redesigned, allowing items and prices to be added or changed in minutes to one location, a full site, or across a client

# Hospitality IQ





**Leverages Global Supply Chain's extensive and differentiated capabilities with total spend now exceeding \$20.5 billion**

### About Quantum

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- Operations include Spain, Portugal, Germany, the Netherlands
- Focused on hospitality business; also services restaurants, entertainment, senior living, education
- Manages \$500M in spend, including food and amenities
- Proven record of success and growth with a seasoned management team

### Strategy

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- Further strengthens and adds to purchasing scale
- Provides an additional GPO presence in Europe to build on existing business
- Offers a broader supply base to service geographies



## Disciplined Capital Allocation Strategy

### Strategic Outlays

- Continue to invest in business growth
- Opportunistic tuck-in acquisitions
- Capital expenditures consistent with historical levels through supporting scale and driving innovation

### Leverage

- Strong free cash flow generation supports leverage reduction
- Target leverage ratio of approximately 3.0x by the end of the fiscal year

### Liquidity

- Initiated steps to repay \$552M of 2025 Senior Notes and refinance \$839M of 2027 Term Loans with new 2030 Term Loans
- Transaction extended maturities and further strengthened balance sheet and financial flexibility
- Over \$1.7 billion of cash availability at December quarter-end

### Shareholder Return of Capital

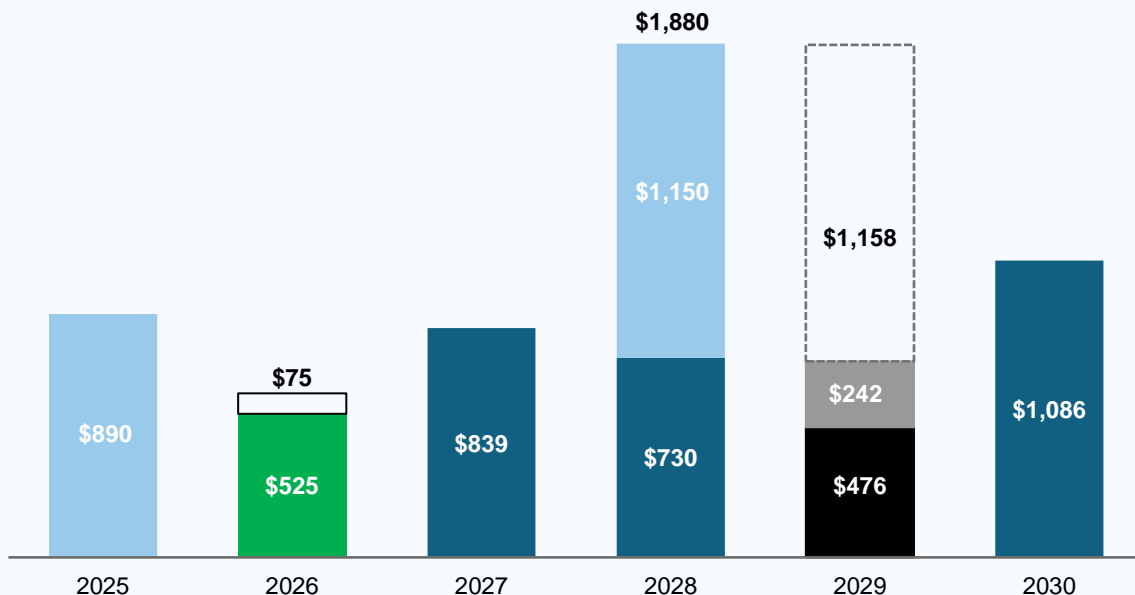
- Commenced share repurchases after Board Authorization in November 2024 (To date >645,000 shares at ~\$25M)
- Disciplined dividend policy



# Debt Maturity Profile

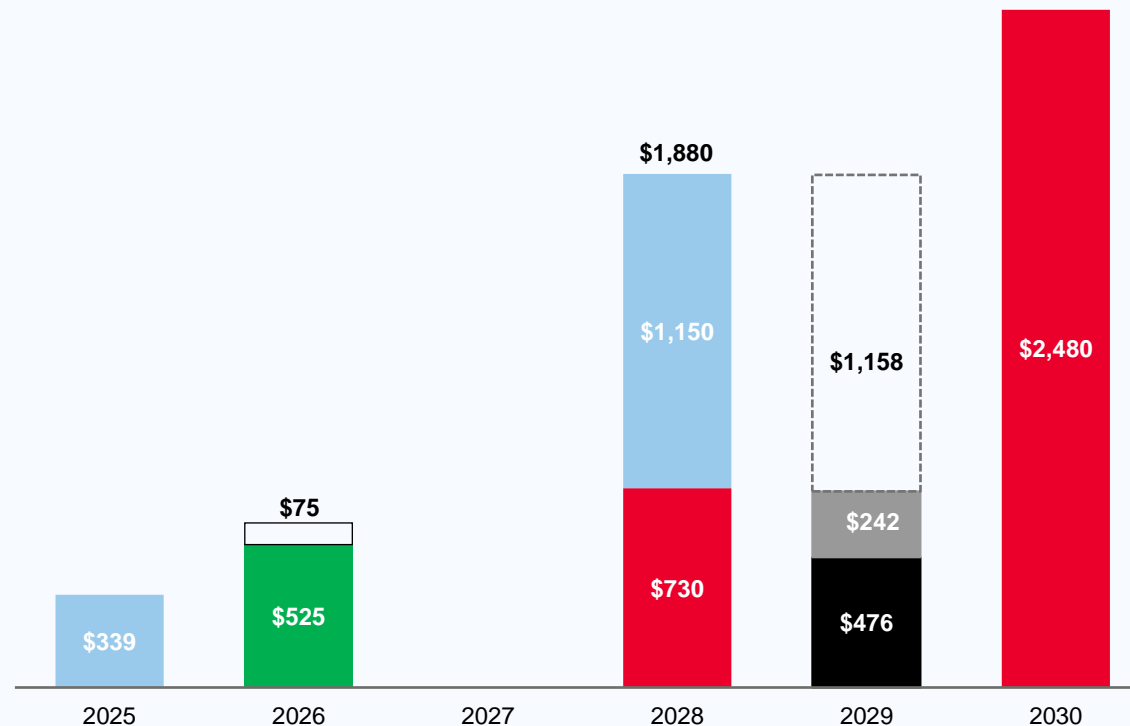
## As of Q1 FY25 quarter-end

- Drawn Receivables Facility due '26
- Term Loan A due '29
- Drawn Revolving Credit Facility due '29
- Undrawn Revolving Credit Facility due '29
- Term Loan B
- Senior Notes
- Undrawn Receivables Facility due '26



## Pro Forma for Term Loan Refinancing

- Drawn Receivables Facility due '26
- Term Loan A due '29
- Drawn Revolving Credit Facility due '29
- Undrawn Revolving Credit Facility due '29
- Term Loan B
- Senior Notes
- Undrawn Receivables Facility due '26



**Aramark continues to anticipate its full-year performance for fiscal 2025 as follows:**

<i>(\$ in millions, except EPS)</i>	<b>FY24</b> Reference Point	<b>FY25*</b> Year-Over-Year Growth <sup>1</sup>
<b>Organic Revenue</b>	\$17,401	+7.5% — +9.5%
<b>Adjusted Operating Income</b>	\$882	+15% — +18%
<b>Adjusted EPS</b>	\$1.55	+23% — +28%
<b>Leverage Ratio</b>	3.4x	~3.0x

*Adjusted EPS Outlook does not include benefit of potential share repurchases*

*\* 53-week year*

*<sup>1</sup> Constant Currency, except Leverage Ratio*

*The Company provides its expectations for organic revenue growth, Adjusted Operating Income growth (constant currency), Adjusted EPS (constant currency) growth, and Net Debt to Covenant Adjusted EBITDA (“Leverage Ratio”) on a non-GAAP basis, and does not provide a reconciliation of such forward-looking non-GAAP measures to GAAP due to the inherent difficulty in forecasting and quantifying certain amounts that are necessary for such reconciliations, including adjustments that could be made for the effect of currency translation. The fiscal 2025 outlook reflects management’s current assumptions regarding numerous evolving factors that are difficult to accurately predict, including those discussed in the Risk Factors set forth in the Company’s filings with the United States Securities and Exchange Commission.*





## Appendix

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### FY25 Modeling Assumptions\*

- Net Interest Expense: ~\$330M (~\$325M 52-week year)
- Adjusted Tax Rate: ~26%
- Share count: ~271M
- Effect of Currency Translation:
  - Revenue: (~\$200M)
  - AOI: (~\$12M)

Share count does not include the benefit of potential share repurchases  
\*53-week year

### Seasonality:

- **AOI Margin** – “U-shaped” cadence driven primarily by higher profitability in Q1 and Q4 related to seasonal peak activity in Education sector and the Sports & Entertainment and Destination businesses
- **Free Cash Flow** – Q1 and Q4 typically experience a large outflow and inflow, respectively, driven by the seasonal start up and shutdown of the Collegiate Hospitality and Destination businesses



## Revenue by Segment

	Three Months Ended		Q1 2025 Change %
	12/27/2024	12/29/2023	
Revenue (as reported)			
<b>FSS United States:</b>			
Business & Industry	\$ 432.2	\$ 383.1	13 %
Education	1,141.1	1,112.3	3 %
Healthcare	404.6	399.1	1 %
Sports, Leisure & Corrections	950.3	903.6	5 %
Facilities & Other	372.8	414.7	(10)% *
<b>Total FSS United States</b>	<b>3,301.0</b>	<b>3,212.8</b>	<b>3 %</b>
Effect of Currency Translation	1.0	—	—
<b>Adjusted Revenue (Organic)</b>	<b>3,302.0</b>	<b>3,212.8</b>	<b>3 %</b>
Revenue (as reported)			
<b>FSS International:</b>			
Europe	675.1	637.8	6 %
Rest of World	576.0	557.2	3 %
<b>Total FSS International</b>	<b>1,251.1</b>	<b>1,195.0</b>	<b>5 %</b>
Effect of Currency Translation	60.6	—	—
<b>Adjusted Revenue (Organic)</b>	<b>1,311.7</b>	<b>1,195.0</b>	<b>10 %</b>
<b>Total Revenue (as reported)</b>	<b>\$ 4,552.1</b>	<b>\$ 4,407.8</b>	<b>3 %</b>
Effect of Currency Translation	61.6	—	—
<b>Adjusted Revenue (Organic)</b>	<b>\$ 4,613.7</b>	<b>\$ 4,407.8</b>	<b>5 %</b>

Note: Numbers may not foot due to rounding.

\*Reflects the prior year exit of some lower margin Facilities accounts

(\$ in thousands)

	Three Months Ended	
	12/27/2024	12/29/2023
Purchases of property and equipment and other	\$ 119,861	\$ 115,621
Payments made to clients on contracts	61,032	45,075
	\$ 180,893	\$ 160,696
Revenue (as reported)	\$ 4,552,086	\$ 4,407,765
CapEx as % of Revenue	4.0 %	3.6 %

*CapEx as a % of Revenue is higher compared to the prior year period from investments associated with new business*



## Non-GAAP Schedules

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**Adjusted Revenue (Organic)**

Adjusted Revenue (Organic) represents revenue adjusted to eliminate the impact of currency translation.

**Adjusted Operating Income**

Adjusted Operating Income represents operating income adjusted to eliminate the impact of amortization of acquisition-related intangible assets; severance and other charges; spin-off related charges and other items impacting comparability.

**Adjusted Operating Income (Constant Currency)**

Adjusted Operating Income (Constant Currency) represents Adjusted Operating Income adjusted to eliminate the impact of currency translation.

**Adjusted Net Income**

Adjusted Net Income represents net income attributable to Aramark stockholders adjusted to eliminate the impact of amortization of acquisition-related intangible assets; severance and other charges; spin-off related charges; the effect of debt repayments on interest expense, net, and other items impacting comparability, less the tax impact of these adjustments. The tax effect for Adjusted Net Income for our United States earnings is calculated using a blended United States federal and state tax rate. The tax effect for Adjusted Net Income in jurisdictions outside the United States is calculated at the local country tax rate.

**Adjusted Net Income (Constant Currency)**

Adjusted Net Income (Constant Currency) represents Adjusted Net Income adjusted to eliminate the impact of currency translation.

**Adjusted EPS**

Adjusted EPS represents Adjusted Net Income divided by diluted weighted average shares outstanding.

**Adjusted EPS (Constant Currency)**

Adjusted EPS (Constant Currency) represents Adjusted EPS adjusted to eliminate the impact of currency translation.



### **Covenant Adjusted EBITDA**

Covenant Adjusted EBITDA represents net income from continuing operations attributable to Aramark stockholders adjusted for interest expense, net; provision for income taxes; depreciation and amortization and certain other items as defined in our debt agreements required in calculating covenant ratios and debt compliance. We also use Net Debt for our ratio to Covenant Adjusted EBITDA, which is calculated as total long-term borrowings less cash and cash equivalents and short-term marketable securities.

### **Free Cash Flow**

Free Cash Flow represents net cash (used in) provided by operating activities less net purchases of property and equipment and other. Management believes that the presentation of free cash flow provides useful information to investors because it represents a measure of cash flow available for distribution among all the security holders of the Company.

### **Foodservice Adjusted Revenue (Organic)**

Foodservice Adjusted Revenue (Organic) represents revenue adjusted to eliminate the impact of currency translation.

We use Adjusted Revenue (Organic), Foodservice Adjusted Revenue (Organic), Adjusted Operating Income (including on a constant currency basis), Adjusted Net Income (including on a constant currency basis), Adjusted EPS (including on a constant currency basis), Covenant Adjusted EBITDA and Free Cash Flow as supplemental measures of our operating profitability and to control our cash operating costs. We believe these financial measures are useful to investors because they enable better comparisons of our historical results and allow our investors to evaluate our performance based on the same metrics that we use to evaluate our performance and trends in our results. These financial metrics are not measurements of financial performance under generally accepted accounting principles, or GAAP. Our presentation of these metrics has limitations as an analytical tool and should not be considered in isolation or as a substitute for analysis of our results as reported under GAAP. You should not consider these measures as alternatives to revenue, operating income, net income, earnings per share or net cash (used in) provided by operating activities, determined in accordance with GAAP. Adjusted Revenue (Organic), Foodservice Adjusted Revenue (Organic), Adjusted Operating Income, Adjusted Net Income, Adjusted EPS, Covenant Adjusted EBITDA and Free Cash Flow as presented by us may not be comparable to other similarly titled measures of other companies because not all companies use identical calculations.



# Revenue, AOI, and AOI Margin

**ARAMARK AND SUBSIDIARIES**  
**RECONCILIATION OF NON-GAAP MEASURES**  
**ADJUSTED CONSOLIDATED OPERATING INCOME MARGIN**  
(Unaudited)  
(In thousands)

	Three Months Ended			
	December 27, 2024			
	FSS United States	FSS International	Corporate	Aramark and Subsidiaries
Revenue (as reported)	\$ 3,301,016	\$ 1,251,070		\$ 4,552,086
Operating Income (as reported)	\$ 193,719	\$ 53,685	\$ (30,140)	\$ 217,264
Operating Income Margin (as reported)	5.9 %	4.3 %		4.8 %
Revenue (as reported)	\$ 3,301,016	\$ 1,251,070		\$ 4,552,086
Effect of Currency Translation	1,014	60,615		61,629
Adjusted Revenue (Organic)	\$ 3,302,030	\$ 1,311,685		\$ 4,613,715
Revenue Growth (as reported)	2.7 %	4.7 %		3.3 %
Adjusted Revenue Growth (Organic)	2.8 %	9.8 %		4.7 %
Operating Income (as reported)	\$ 193,719	\$ 53,685	\$ (30,140)	\$ 217,264
Amortization of Acquisition-Related Intangible Assets	23,859	4,625	—	28,484
Gains, Losses and Settlements impacting comparability	11,127	693	—	11,820
Adjusted Operating Income	\$ 228,705	\$ 59,003	\$ (30,140)	\$ 257,568
Effect of Currency Translation	278	2,743	—	3,021
Adjusted Operating Income (Constant Currency)	\$ 228,983	\$ 61,746	\$ (30,140)	\$ 260,589
Operating Income Growth (as reported)	10.8 %	16.1 %	44.2 %	30.1 %
Adjusted Operating Income Growth	13.3 %	10.1 %	(20.9)%	11.7 %
Adjusted Operating Income Growth (Constant Currency)	13.4 %	15.2 %	(20.9)%	13.0 %
Adjusted Operating Income Margin	6.9 %	4.7 %		5.7 %
Adjusted Operating Income Margin (Constant Currency)	6.9 %	4.7 %		5.6 %
	Three Months Ended			
	December 29, 2023			
	FSS United States	FSS International	Corporate	Aramark and Subsidiaries
Revenue (as reported)	\$ 3,212,732	\$ 1,195,033		\$ 4,407,765
Operating Income (as reported)	\$ 174,765	\$ 46,243	\$ (54,058)	\$ 166,950
Amortization of Acquisition-Related Intangible Assets	20,417	3,487	—	23,904
Severance and Other Charges	6,149	—	92	6,241
Spin-off Related Charges	—	—	29,037	29,037
Gains, Losses and Settlements impacting comparability	568	3,879	—	4,447
Adjusted Operating Income	\$ 201,899	\$ 53,609	\$ (24,929)	\$ 230,579
Operating Income Margin (as reported)	5.4 %	3.9 %		3.8 %
Adjusted Operating Income Margin	6.3 %	4.5 %		5.2 %



## Adjusted EPS

**ARAMARK AND SUBSIDIARIES**  
**RECONCILIATION OF NON-GAAP MEASURES**  
**ADJUSTED NET INCOME & ADJUSTED EARNINGS PER SHARE**

(Unaudited)

(In thousands, except per share amounts)

	Three Months Ended	
	December 27, 2024	December 29, 2023
<b>Net Income Attributable to Aramark Stockholders (as reported)</b>	\$ 105,619	\$ 28,536
<i>Adjustment:</i>		
Amortization of Acquisition-Related Intangible Assets	28,484	23,904
Severance and Other Charges	—	6,241
Spin-off Related Charges	—	29,037
Gains, Losses and Settlements impacting comparability	11,820	4,447
Effect of Debt Repayments on Interest Expense, net	—	31,757
Tax Impact of Adjustments to Adjusted Net Income	(8,989)	(15,120)
<b>Adjusted Net Income</b>	<b>\$ 136,934</b>	<b>\$ 108,802</b>
Effect of Currency Translation, net of Tax	1,602	—
<b>Adjusted Net Income (Constant Currency)</b>	<b>\$ 138,536</b>	<b>\$ 108,802</b>
<b>Earnings Per Share (as reported)</b>		
Net Income Attributable to Aramark Stockholders (as reported)	\$ 105,619	\$ 28,536
Diluted Weighted Average Shares Outstanding	268,690	264,287
	<u>\$ 0.39</u>	<u>\$ 0.11</u>
Earnings Per Share Growth (as reported) %	<u>264.1 %</u>	
<b>Adjusted Earnings Per Share</b>		
Adjusted Net Income	\$ 136,934	\$ 108,802
Diluted Weighted Average Shares Outstanding	268,690	264,287
	<u>\$ 0.51</u>	<u>\$ 0.41</u>
Adjusted Earnings Per Share Growth %	<u>23.8 %</u>	
<b>Adjusted Earnings Per Share (Constant Currency)</b>		
Adjusted Net Income (Constant Currency)	\$ 138,536	\$ 108,802
Diluted Weighted Average Shares Outstanding	268,690	264,287
	<u>\$ 0.52</u>	<u>\$ 0.41</u>
Adjusted Earnings Per Share Growth (Constant Currency) %	<u>25.2 %</u>	



## Foodservice Adjusted Revenue (Organic)

**ARAMARK AND SUBSIDIARIES  
RECONCILIATION OF NON-GAAP MEASURES  
FOODSERVICE ADJUSTED REVENUE (ORGANIC)**

(Unaudited)  
(In thousands)

	Three Months Ended		
	December 27, 2024		
	FSS United States	FSS International	Aramark and Subsidiaries
<b>Revenue (as reported)</b>			
Food	\$ 2,894,829	\$ 1,031,933	\$ 3,926,762
Facilities	406,187	219,137	625,324
<b>Total</b>	<b>\$ 3,301,016</b>	<b>\$ 1,251,070</b>	<b>\$ 4,552,086</b>
<b>Effect of Currency Translation</b>			
Food	\$ 1,014	\$ 53,907	\$ 54,921
Facilities	—	6,708	6,708
<b>Total</b>	<b>\$ 1,014</b>	<b>\$ 60,615</b>	<b>\$ 61,629</b>
<b>Adjusted Revenue (Organic)</b>			
Food	\$ 2,895,843	\$ 1,085,840	\$ 3,981,683
Facilities	406,187	225,845	632,032
<b>Total</b>	<b>\$ 3,302,030</b>	<b>\$ 1,311,685</b>	<b>\$ 4,613,715</b>
<b>Revenue Growth (as reported)</b>			
Food	4.8 %	4.6 %	4.7 %
<b>Total</b>	<b>2.7 %</b>	<b>4.7 %</b>	<b>3.3 %</b>
<b>Adjusted Revenue Growth (Organic)</b>			
Food	4.8 %	10.0 %	6.2 %
<b>Total</b>	<b>2.8 %</b>	<b>9.8 %</b>	<b>4.7 %</b>
	Three Months Ended		
	December 29, 2023		
	FSS United States	FSS International	Aramark and Subsidiaries
<b>Revenue (as reported)</b>			
Food	\$ 2,763,396	\$ 986,847	\$ 3,750,243
Facilities	449,336	208,186	657,522
<b>Total</b>	<b>\$ 3,212,732</b>	<b>\$ 1,195,033</b>	<b>\$ 4,407,765</b>

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