



2024 PROGRESS REPORT



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INTRODUCTION

LETTER FROM OUR CEO



With this Progress Report we share our performance at the four-year mark of our Be Well. Do Well. strategy. It offers a comprehensive view of our efforts as a responsible business and a committed corporate citizen.

We launched Be Well. Do Well. in 2019 as an ambitious, people- and planet-focused program aligned to our mission and reflective of the way we operate.

Four years later, we are proud of the substantial progress we've made in areas including reducing food waste and single-use plastics. And, when it comes to making a positive impact on people, we always aim to engage our employees and increase their sense of belonging, while also empowering healthy consumers, strengthening local communities, and sourcing ethically and inclusively.

Our core goals remain the same in every one of the Be Well. Do Well. pillars: enabling equity and wellbeing for millions of people while striving to promote planetary health on our path to net-zero greenhouse gas emissions.

And although we know there's always room for improvement, we remain steadfast and committed to this long-term journey.

This report is a testament to how deeply integrated the Be Well. Do Well. platform is within Aramark's culture. What we do for people and the planet is not only the right thing to do, nor is it only good for our business, but it's how we go to market and deliver value to our teams, our clients, and our customers.

Our efforts span a wide range of objectives, and in this report, you'll see references to awards and accolades recognizing them. These honors are always gratifying, and we are proud of the recognition, but we do this work because, very simply, it's who we are. We are rooted in service, and we work tirelessly to keep people safe and sustained.

I'm proud of what Aramark has accomplished and proud of who we are as a company. I'm very enthusiastic about the strategies we've implemented and the results they will generate far into the future. I believe that as you read this report, you will be, too.

Sincerely,

A handwritten signature in white ink, appearing to read 'John Zillmer', with a long horizontal line extending to the right.

John Zillmer
Chief Executive Officer

ABOUT ARAMARK

Aramark has been a trusted leader in service and hospitality since 1936. As a leading global provider of food and facilities services, our operations span the education, healthcare, business and industry, sports, leisure, and corrections sectors.

At most of the locations we serve, we are the exclusive provider of food and beverage services, including ordering, receiving, preparing, and serving, as well as hiring, training, and supervising food service personnel. We leverage decades of experience and consumer insights to drive a suite of offerings that meet our clients' needs every day.

Our facilities management business provides innovative, flexible solutions that create safe, efficient, and inspiring experiences in places where people live, learn, work, and visit. Our broad capabilities include cleaning services, operations and maintenance, energy management, grounds and landscaping, and other support services.

Our breadth, depth, and scale enable us to bring exceptional service expertise across industries. We share a passion for hospitality and embrace our responsibility to our people, our communities, and our planet. We are proud to be a trusted partner around the globe and are committed to building upon this legacy by delivering services in a manner aligned to our Be Well. Do Well. commitments.

A FORTUNE 500



GLOBAL LEADER

OPERATING IN 16 COUNTRIES ON FOUR CONTINENTS

MANAGE NEARLY
1 BILLION
GROSS SQ. FT.
OF CLIENT FACILITIES

SERVE
2 BILLION
MEALS EACH YEAR

SUPPORT
ELEVEN
EMPLOYEE
RESOURCE GROUPS

SERVE OVER 950
BUSINESS DINING LOCATIONS
AND OVER 250 COLLEGES AND UNIVERSITIES



ABOUT OUR REPORTING

This report is designed to enable stakeholders to understand our goals and commitments and track how we’re progressing each year. Unless otherwise noted, information in this report covers activities during the fiscal year ended September 27, 2024. References to “Aramark” in this report are to Aramark, a publicly traded corporation (NYSE: ARMK), and its majority-owned subsidiaries worldwide, unless otherwise noted. Please note that references to our purchasing policies are specific to products within Aramark’s controlled spend, which includes products sourced from authorized, contracted suppliers. We offer supply chain management solutions through Avendra International, a group purchasing organization. As a purchasing partner with operations distinct from Aramark’s managed services activities, Avendra International is outside the scope of this report.

We are committed to communicating our performance accurately and transparently. Information in this report and related web content is compiled from several sources and data management systems across our

organization, including Persefoni for carbon accounting and Workiva for ESG data management generally. While we have taken reasonable steps, using what we consider to be reliable processes and controls, it is possible that information in this report could be inaccurate or incomplete. We continue to take steps to enhance our information gathering processes and systems, making every effort to update information in a timely manner, as appropriate. In certain instances, third parties assisted in the process of collecting, analyzing, and calculating greenhouse gas (GHG) emissions data.

We measure progress toward our Be Well. Do Well. goals through Key Performance Indicators (KPIs) and targets. These KPIs help facilitate public reporting on ESG considerations. Our reporting aligns, where practicable, with multiple frameworks and standards including the Sustainability Accounting Standards Board (SASB) - Restaurants Industry, the Global Reporting Initiative (GRI), and the Task Force on Climate-Related Financial Disclosures (TCFD), as shown in the appendix of this report.

FORWARD-LOOKING STATEMENTS

This report 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. In this report these statements include, but are not limited to, statements related to resource usage and emissions reduction targets and initiatives and reporting of progress on these targets and initiatives. In some cases forward-looking statements can be identified by words such as “outlook,” “aim,” “anticipate,” “are or remain or continue to be confident,” “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.

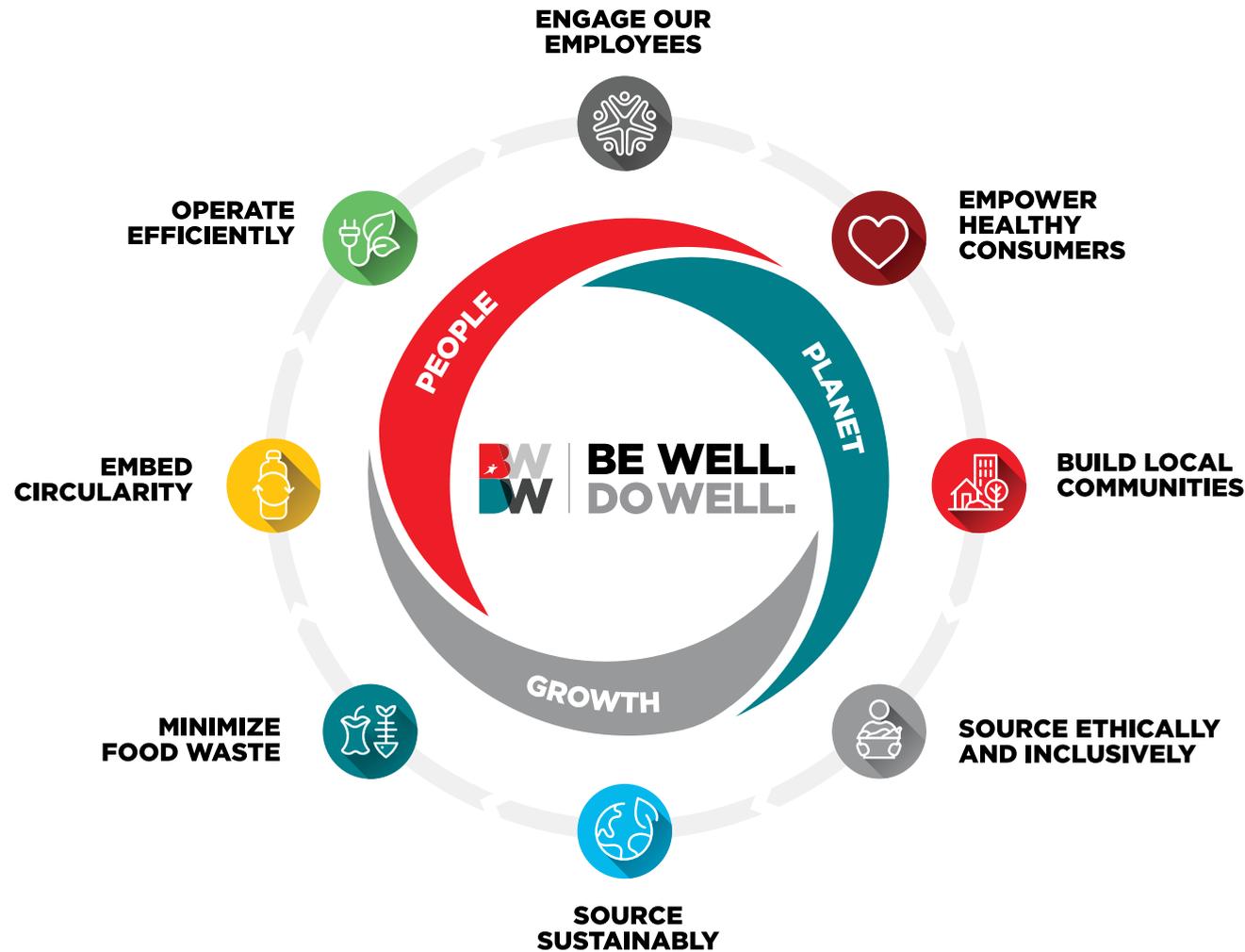
These forward-looking statements are subject to risks and uncertainties that may change at any time, and actual results or outcomes may differ

materially from those that we expected. Certain of these risks and uncertainties are set forth under the headings Item 1A “Risk Factors” and other sections of our most recent Annual Report on Form 10-K, filed with 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 and which may be obtained by contacting Aramark’s Investor Relations Department via our website at www.aramark.com.

As a result of these risks and uncertainties, readers are cautioned not to place undue reliance on any forward-looking statements included in this report 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.



ENABLE EQUITY & WELLBEING FOR MILLIONS



PROMOTE PLANETARY HEALTH ON PATH TO NET ZERO

ABOUT BE WELL. DO WELL.

Be Well. Do Well. is Aramark’s Environmental, Social, and Governance (ESG) platform. It articulates our purpose and directly connects to our mission:

**BECAUSE WE’RE ROOTED IN SERVICE,
WE DO GREAT THINGS FOR OUR PEOPLE,
OUR PARTNERS, OUR COMMUNITIES,
AND OUR PLANET.**

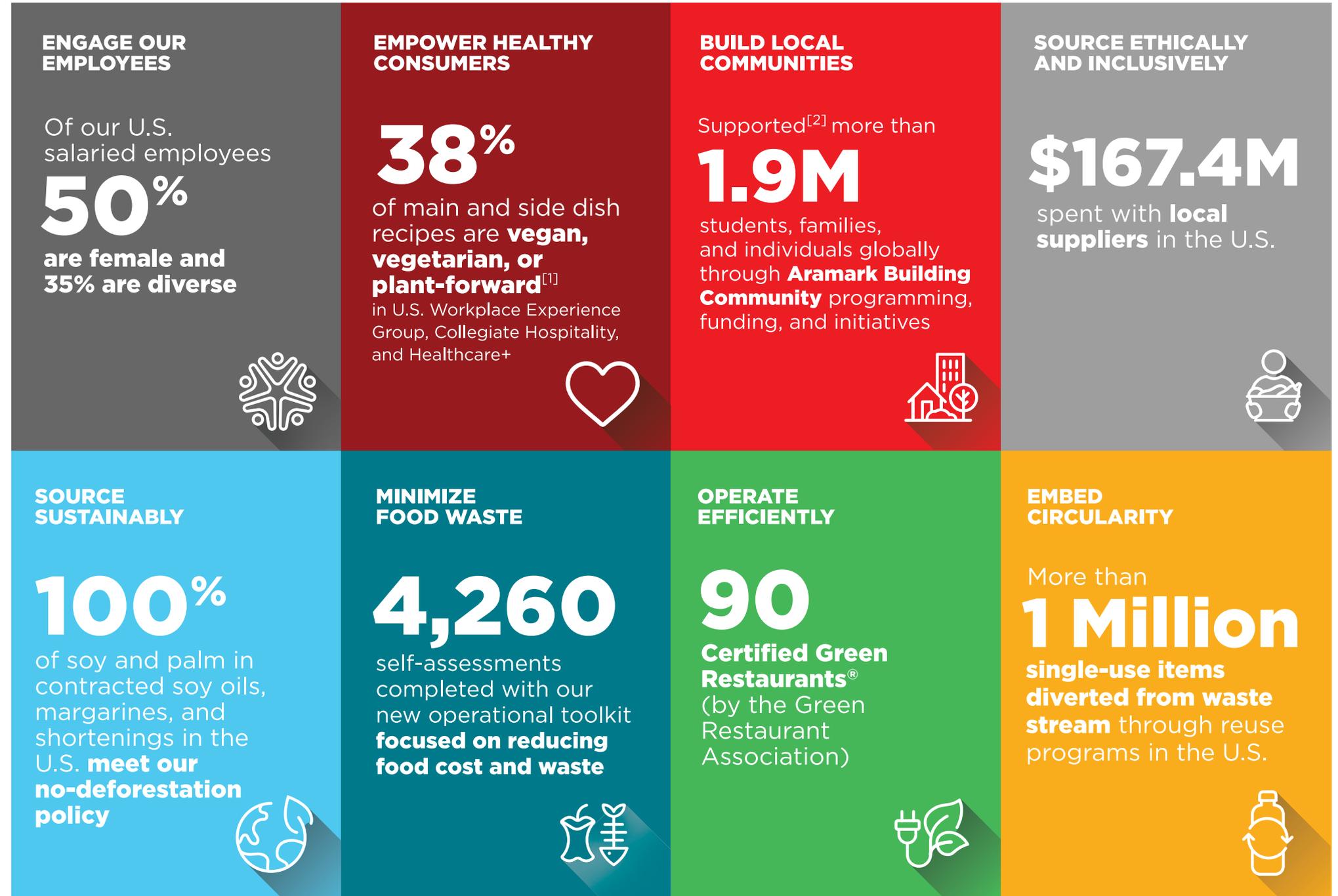
The platform’s interconnected people and planet goals focus our efforts and inspire our organization, strengthening our core foundation and long-term value proposition. Every year, Be Well. Do Well. becomes more embedded in our operations, enabling continued growth of our business and support we deliver to clients across the enterprise. The platform’s initial five-year targets culminate at the end of 2025, and we are embarking on a strategic review that will yield refreshed priorities and targets that we plan to communicate in our next Progress Report.

Be Well. Do Well. Progress

We're proud of our progress against ambitious goals, and we know Be Well. Do Well. requires ongoing innovation, collaboration, transparency, and resolve. Aramark tracks a variety of metrics and aims for continuous improvement to measure our performance for each priority area. We capture our progress and results throughout this report and briefly summarize here and on the following page.

[1] Plant-forward is a style of cooking and eating that emphasizes fruits, vegetables, and whole grains but may contain a small amount of animal protein.

[2] Supported includes, but is not limited to, serving a meal, providing a meal, snack, toiletry, or other kit, giving a backpack or collection of school supplies, facilitating nutrition education, funding scholarships, creating educational or employment readiness opportunities, leading workshops, or demonstrations, etc.



PEOPLE

ENABLING EQUITY AND WELLBEING FOR MILLIONS

Global Employee Engagement Survey participation **nearly doubled³**

Launched Hospitality IQ AI business application hub

15,000 employees trained on inclusive recruitment and cultural inclusion

77% of U.S. client locations **reached safety Target Zero**

Marked the Aramark Frontline Education Program's **5th anniversary**

9,000+ Aramark volunteers participated in more than 475 volunteer events

Increased global management participation in ERGs by nearly 30%

PLANET

PROMOTING PLANETARY HEALTH ON OUR PATH TO NET-ZERO

Expanded partnerships **promoting food donations**

Launched FoodWISE pilots with U.S. Food Waste Pact and MCURC⁴

Doubled Coolfood Meal-certified recipes

Updated Global Sustainable Sourcing Policy— Sustainable Seafood

Named one of America's Greenest Companies by *Newsweek*

Increased use of electric vehicles in Destinations business

Delivered 22 client-specific food emissions reports

GOVERNANCE

ENSURING ROBUST ETHICS AND COMPLIANCE IN EVERYTHING WE DO

26,000+ employees trained on our Business Conduct Policy

Best-in-class artificial intelligence (AI) risk governance framework

11 Compliance Council sessions focused on key and emerging risks

³Compared with fiscal year 2022 ⁴Menus of Change University Research Collaborative



PEOPLE



PEOPLE

Our business is hospitality. So, naturally, people inspire our business, motivating us to deliver exceptional experiences for our employees, guests, clients, and communities. We prioritize:



ENGAGING OUR EMPLOYEES

by fostering inclusion, growth, and safety



EMPOWERING HEALTHY CONSUMERS

by helping millions make healthier dietary choices



BUILDING LOCAL COMMUNITIES

by mobilizing employees and focusing resources locally to increase hospitality workforce readiness, improve food access, and create more sustainable environments and cleaner community spaces



SOURCING ETHICALLY AND INCLUSIVELY

by increasing U.S. spend with local, women-owned, diverse-owned, and small or disadvantaged business enterprises

Check out Aramark's innovative hub for AI-powered business applications, Hospitality IQ, and learn more from our [Mark This! podcast](#) [Hospitality IQ](#).

In the food we serve, the places we work, and our daily operations, we focus on maintaining a safe environment for all. Our policies support equal opportunity, anti-harassment, anti-discrimination, and wage and hour protections. The more we do to elevate our employees, the more value we provide to everyone interacting with our business.



ENGAGING EMPLOYEES

Aramark's vision is to be the most admired employer and trusted hospitality partner. We aim to accomplish this by creating a welcoming and inclusive culture, embracing our workforce at every level.

To attract, develop, and retain top talent, we regularly update program offerings and innovate advancement opportunities. Our attention to health, wellness, and safety shows our people we care. By actively soliciting feedback from our teams, we ensure availability of the right tools and resources, energizing our people to Reach for Remarkable™, and enhance the hospitality experience we deliver around the globe and across our lines of business.

including onboarding surveys at 14-day, 90-day, and 6-month marks, and exit surveys, conveying insights with managers and human resources to make improvements.

Through our annual global engagement survey, we provide an opportunity for our employees to share feedback about their experience at Aramark. This all-digital survey measures areas of growth and development; diversity, equity, and inclusion (DEI); culture and values; empowerment and resources; and morale and wellbeing. When our leaders turn feedback into action, it has a direct, positive effect on our employees' experience.

Listening to Our Employees

Each employee's voice is an essential component of our culture. We leverage engagement tools to learn, build trust, and generate meaningful conversations between managers and employees. Ongoing check-ins and surveys encourage our people to feel comfortable sharing honest feedback about their activities with Aramark. For eligible U.S. salaried employees, we check in during crucial moments of the employee life cycle,

In 2024, we heard from approximately

48%

of employees worldwide, nearly doubling our participation rate from 2022.

Diversity, Equity, and Inclusion

Aramark employs more than 266,000 people, and our clients serve more than 100 million guests daily in the U.S. alone. The breadth of our work and our deep-seated commitment to responding to the needs of our employees, clients, and customers requires our resolute focus on DEI as a business imperative.

By acknowledging and addressing the advantages, barriers, and societal divides that affect the lives, success, and overall wellbeing of our employees and the people we serve, we work to advance a fair and inclusive culture—and to set a new standard in hospitality.

The mission of our DEI work is to expand diversity, grow our Employee Resource Groups (ERGs), develop our people, and align with the business.

Expanding Diversity

We aim to recruit, support, and engage a workforce that celebrates the diversity of our guests, clients, partners, and the communities we serve. Fifty-seven percent of our executive leadership team consists

of women, and more than 35% of our salaried and management population are racially/ethnically diverse. Of the members of our board of directors, 40% are women and 20% are racially/ethnically diverse.

Within Aramark, we educate managers about inclusive hiring practices through interview guides and advice on ways to remove bias in candidate selection processes.

Nearly **800** senior leaders completed Pathways to Inclusive Hiring Practices since its introduction in September 2023.

DEI PRIORITIES



Under our workforce, workplace, and marketplace pillars, we focus on four key strategic priorities that help us address, inform, and advance our DEI strategy.

This work is in addition to other embedded key educational opportunities, including Leading and Serving Inclusively, a learning initiative delivered across our management population.

To support robust talent pipelines, we work closely with colleges across the U.S., including Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs).

- We have deepened our engagement with HBCUs through multiple channels. Our Leaders and Employees of African Descent (LEAD) ERG taps employees to serve as campus champions, customizing how we engage with HBCU partners. And with the Thurgood Marshall College Fund, we run an HBCU Emerging Leaders program that supports students with career exploration and professional development.

- Across 34 HSI partners, we serve more than 154,000 Hispanic undergraduates, employing more than 1,700 students. We offer competitive wages and a complimentary meal on every shift.



Our recruiting efforts benefit from relationships with key partners, including the National Society of Minorities in Hospitality, Hiring Our Heroes, and the Hispanic Association of Colleges and Universities, where we serve on the Corporate and Philanthropic Council.

Growing Our ERGs

ERGs drive a sense of connectivity and community across our workforce, engaging future leaders in business goals and building their capacity for inclusive leadership. Extending the reach of these vital groups is a consistent priority.

In 2024, we saw a nearly 30% year-over-year growth in new members across our 11 ERGs, with the majority surpassing their own ambitious growth targets. The number of local hubs grew, with several ERGs expanding sites in the U.S. and internationally. Outreach initiatives helped drive a notable 63% growth in new membership for our PRIDE ERG, which supports LGBTQ+ employees and allies. Today, our ERGs have nearly 4,800 members, with 40 U.S. and 14 international hubs.

As our ERGs mature, they are increasingly learning from each other's work or building programs collectively. In 2024, SYNERGY, which supports people from all spiritual, religious, and faith backgrounds, hosted an event that included four other ERGs in a conversation on building respect for religious differences.

“ This year PRIDE leaned into our hospitality culture and the value of personal connections. Focused on creating spaces where we share our stories and experiences, we really strengthened our community and inspired more people to get involved, which led to record growth.”

—Brisbane Vaillancourt

RVP Collegiate Hospitality, Northeast Region and Executive Sponsor



46 emerging leaders completed the program, and this group saw a **14% promotion rate** and a **31% lateral movement rate.**



Developing Our People

Our LEAD ERG launched a Mentoring Circles Pathway program focused on developing foundational leadership competencies for employees while advancing their careers and our business interests.

In 2024, LEAD helped to extend this approach to other ERGs, recruit an inclusive group of mentors and mentees through an open nomination process, and identify a broad pipeline of diverse talent. By the end of the first Mentoring Circles Pathway cohort in 2024, 46 emerging leaders completed the program, and this group saw a 14% promotion rate and a 31% lateral movement rate.

We leveraged opportunities to support employees' professional development, including by sending scores of people to the Women's Foodservice Forum Leadership Conference, the Ascend Convention, the Food and Nutrition Conference Expo, and the Latino Leadership Institute.

We celebrate the individuality of employees throughout the company. In 2024, Aramark Healthcare+ leaned into our radical commitment to people by activating **four cultural pillars: i-matter, i-belong, i-lead, and i-inspire**. Emphasizing the importance of individuality, shared passion, purpose-driven leadership, and empowered employees, these pillars echo Aramark's DEI tenets.

TAKING ACTION

IN2WORK PROGRAM

Launched in 2008, Aramark Correctional Services' IN2WORK program helps break the cycle of recidivism by enabling incarcerated individuals to participate in vocational food and retail training in the classroom and hands-on kitchen and commissary spaces. When IN2WORK alumna Anntionetta Harris took the stage at the 53rd Congressional Black Caucus Foundation's Annual Legislative Conference for a panel including the mayor of Chicago, White House staff, and other national leaders, she offered a unique perspective on the topic "Barriers to a Successful Reentry." Formerly incarcerated—and now an Aramark food service manager and program instructor—Harris shared her own story of triumph over adversity, nodding to her mom watching from the audience and earning the only standing ovation of the session. Check out our Mark This! podcasts [IN2WORK](#) and [IN2WORK Graduates Speak](#).

Dr. Jessica B. Harris



Align with the Business

How we show up in the communities we serve is a vital part of supporting the enterprise, and our ERGs drive community engagement locally. A back-to-school drive started in 2021 by LEAD and IMPACTO, which supports Latinx employees and allies, grew dramatically in 2024, engaging 10 ERGs and more than 1,130 volunteers. Through this work, Aramark distributed 3,890 backpacks, 36,000 school supplies, and 4,075 meals in partnership with dozens of nonprofit and community organizations in 26 communities around the world. The spirit of this initiative guided other efforts, including Aramark Chile’s partnership with Las Nievas Bicentennial Technical High School, where volunteers helped inform and inspire nearly 200 students through career-related talks and activities.

Our new educational series, *Beyond the Plate*, provides Aramark employees with information about and direction related to cultural celebrations and foods. Launched in February 2024 to correspond with Black History Month, the first conversation featured Dr. Jessica B. Harris, noted culinary historian and *New York Times* bestselling author.

Dr. Harris contextualized the significance of foods associated with African American communities. Aramark Workplace Experience hosted a book-signing event with Dr. Harris featuring her award-winning book *High on the Hog*, which was the basis for the acclaimed Netflix series of the same name.

ERG members provide coaching and mentorship to small and diverse-owned businesses.

Aramark distributed **3,890 backpacks, 36,000 school supplies, and 4,075 meals through ERG back-to-school drives.**

Learning and Development

Aramark commits to fostering continuous growth and development for our employees. We design our educational tools and comprehensive development programs to help our employees advance their careers, enhance skills, and achieve professional goals.

Our Learning Management System (LMS) is a centralized portal that delivers consistent e-learning to improve understanding and compliance with our policies. The global average training hours per salaried employee via the LMS were 4.28 in fiscal year 2024, an increase from the previous year.

Aramark's On Your Mark program is a resource for live and recorded training across a variety of topics. Training programs are available to all employees, salaried and hourly. Managers review significant topics with their teams and lead training in real time.

We provide structured leadership development programs to cultivate knowledge, skills, and qualities of effective leadership. These leadership development offerings include live in-person and virtual workshops, one-on-one leadership assessments and coaching, and on-demand self-paced e-learning.

Our Step Up to Leadership (S2L) and Accelerate to Leadership (A2L) paid internship and post-graduate programs, in place since 2014, provide college students and recent graduates with exposure to dynamic responsibilities as part of on-the-job experience, a broad network of supportive mentors, and a solid foundation for professional development.

More than 580 employees have participated since the **Aramark Frontline Education Program** launched in 2019.

This year marks the fifth anniversary of the Aramark Frontline Education Program, which empowers eligible hourly employees with up to \$7,500 per year in tuition coverage toward a bachelor's degree through Arizona State University (ASU) Online, a high school diploma and career preparation certificate through Smart Horizons Online High School, or short-course learning options. More than 580 employees have participated since the program launched in 2019. Starting in March 2024, we expanded the program to include English Language Learning, a popular addition with 45 employees enrolling.

Check out our Mark This! podcast Fast Track to Leadership.



TAKING ACTION

STUDENT HOSPITALITY MANAGEMENT INTERNSHIP

Partnering with Purdue University to launch a pilot program, Aramark's Student Hospitality Management Internship provides a hands-on, immersive experience for students to learn pertinent job skills. Designed to complement existing Aramark leadership programs, various Aramark Collegiate Hospitality experts collaborated to develop the program for testing and expansion. Taking place over 16 weeks, the internship pairs students with experienced mentors who provide guidance and support, culminating with a review, assessment, and feedback discussion.



Performance Management

For our employees to grow, learn, and advance their careers, ongoing manager-employee communication and regular performance feedback is crucial. Each year, salaried employees set goals to align with the strategic initiatives of their team and department, establishing a clear path to performance success. Structured midyear check-ins offer opportunities for status updates on goals, accomplishments, and potential needs for support. Employee performance and recognition incentives may include merit increases, bonuses, and equity awards.

Benefits

We promote a culture of health and wellbeing by designing our benefits to provide employees with the tools they need to help take care of their health, family, finances, and future.

Aramark offers health, retirement, and supplemental insurance benefits, and a full suite of wellbeing options, including mental health support and management programs. These benefits are available to most full-time U.S. employees.

To make healthcare simpler for our employees, we partner with Quantum Health for resources to navigate the best use of our benefits. Aramark consolidated telehealth services to one vendor, Teladoc Health®, to facilitate remote healthcare. Since introducing financial wellness benefits via OneEleven in 2023, more than 1,120 highly engaged employees have worked toward achieving their goals, such as paying off debt, building an emergency fund, and investing for the future.

Our newest partner for 2024, Hinge Health, introduces virtual personalized exercise therapy to relieve joint and muscle pain. Available to eligible employees at no additional cost, a physical therapist and qualified health coach provide one-on-one support to help overcome pain, recover from injury, prepare for surgery, and more.

TAKING ACTION

MENOPAUSE IN THE WORKPLACE

In the United Kingdom, Aramark signed the Menopause Workplace Pledge to show our support for women experiencing menopause and our commitment to a culture where menopause issues can be discussed and employees are aware of support resources. We invested in menopause-specific benefits to fund emotional wellbeing support, one-to-one virtual expert consultations, and access to an app with informational articles, videos, and virtual support groups. With resources from our EMPOWER ERG, we are working to establish a Menopause Support Working Group for passionate individuals to network and embed this in our culture.



Labor Rights

We believe in treating our people fairly, honestly, and respectfully. We affirm our commitment to human rights, including the right to no forced or child labor, decent working conditions, no discrimination, and fair wages through Aramark’s [Human Rights Statement](#). Our Employee Relations team provides expert advice to reinforce alignment with our policies across lines of business.

Aramark has enjoyed more than 70 years of productive working relationships with the unions that represent portions of our workforce. While disputes occur from time to time in any labor-management relationship, we are committed to bargaining in good faith with our unions and strive to reach agreements that meet the needs of our employees, clients, and operations.

We uphold direct, engaged relationships with employees while respecting their right to choose whether they wish to take part in representation. By encouraging positive working relationships with the unions that represent our employees, we promote the interests of our clients, guests, employees, and business operations.

Though we strive to retain employees, there are instances in which we cannot avoid layoffs. Under such circumstances, we aim to provide as much advance notice as we can and follow the U.S. Worker Adjustment and Retraining Notification (WARN) law and state versions.

We believe in treating our people fairly, honestly, and respectfully.

People Safety

Aramark’s Target Zero vision, “No harm to people or to the environment,” guides our [Safety Assurance in Food and Environments \(SAFE™\) policy](#) and management system. Alongside our Business Conduct Policy (BCP), these standards drive our daily activities, making it every employee’s responsibility to lead safe workspaces and operations.

This framework guides our approach to identify, evaluate, and manage risks, and to achieve our people, environmental, and food safety goals. We are pleased to report that 77% of our U.S. client locations reached Target Zero, meaning no work-related injuries in the past year.

Aligned with the International Organization for Standardization (ISO) principles, SAFE supports ISO management systems where they exist in our global operations. Working with our Safety and Risk teams, many of our sites implement processes and controls certified under or otherwise aligned with ISO 14001 and ISO 45001 that help ensure safe and environmentally responsible operations. We have maintained ISO 14001 and 45001 certifications for our corporate operations since passing audits in fiscal year 2023.

We conduct internal and third-party audits of our operations to monitor various safety metrics. Aramark partners with a third party to obtain available Health Department inspection reports for food service locations. When incidents occur, no matter how minor, we investigate to understand their source and share best practices across our company.

Our SAFE Brief process facilitates highly visual daily briefings, weekly safety observations, and employee recognition. Leaders are encouraged to start work shifts with a SAFE Brief to educate employees on more than 150 topics. New topics in fiscal year 2024 included e-waste management, general warehouse safety, and how to safely install a micromarket. U.S. managers can access SAFE Briefs via our multilanguage Marko mobile device application, a helpful tool to conduct and record safety engagement activities effortlessly.



Check out our Mark This! podcast [Safety Matters.](#)



TAKING ACTION

SHINE ON FOR SAFETY: A DECADE OF SUCCESS

To celebrate [Aramark’s 10th anniversary of World Safety and Health Day](#), we’re proud to share safety success stories and best practices from our employees around the world for our Shine On for Safety: A Decade of Success campaign. Aligned with our six SAFE policy principles, the success scenarios showcase best practices, near misses, and innovative solutions across lines of business. The website features a video available in multiple languages and a special SAFE Brief to help our people celebrate this momentous milestone.

Check out our Mark This! podcast **Best Practices for Allergen Solutions.**

EMPOWERING HEALTHY CONSUMERS

Food Safety

Food safety is an essential part of Aramark’s Target Zero vision. We focus our food safety program on employee health and hygiene, cleaning and sanitation, pest management, equipment, receiving and storage, food handling, food service and delivery, and allergen management, all guided by our SAFE policy and management system.

Accessed via Marko, our U.S. SAFE Check process provides managers with self-inspection tools focused on critical food safety risks by each station. If potential issues arise, this process empowers managers to correct them with educational tools to coach employees.

We enhance our allergen management by implementing specific controls throughout our food production process. This includes stringent oversight of ingredient procurement for allergen-friendly meals and meticulous kitchen design to meet industry standards. We provide comprehensive training and tools to our employees to handle allergen-friendly requests and manage incidents effectively should they arise. To ensure compliance, we conduct third-party allergen audits at many of our locations, requiring corrective actions for any deficiencies identified.

Aramark makes AllerTrain™, an American National Standards Institute (ANSI)-accredited food allergen training and certification system, available to all employees. More than 14,000 employees have

received certification in allergen management and event response as of the end of fiscal year 2024.

To manage and track food safety risks and mitigation strategies globally, we maintain programs and procedures that track performance and risks. Our food safety and supply chain subject matter experts initiate investigations and implement preventive or corrective actions, when appropriate.

TAKING ACTION

SAFE IN THE KITCHEN

In the Czech Republic, Aramark’s Safe in the Kitchen project aims to raise awareness of kitchen burn risks while supporting the Burn Medicine Clinic at Vinohrady University Hospital in Prague. An emphasis on safety and effective use of protective equipment can prevent burns and minimize risks. Aramark worked with Potten & Pannen - Stanek to design an improved oven mitt made of four layers over a durable filling that is longer to cover the forearm and wrist areas. Aramark purchased 1,000 gloves for our chefs and gloves are available for sale to the public. Proceeds benefit the Burn Medicine Clinic. Visit our [Safe in the Kitchen website](#) for the 10 commandments of prevention, first aid, and hints and tips.



Health and Wellness

Aramark empowers consumers to make nourishing choices that fit their personal preferences. Our operators communicate health and nutrition content to highlight the wide variety of better-for-you choices for every season through:

- A robust and continuously growing tool kit of on-site wellness programs with turnkey communication tools that build interest and excitement around healthier choices
- Cutting-edge education and engagement resources powered by chefs, dietitians, and other experts—digitally enabled to support consumers throughout their health and wellness journey

Aramark chefs, dietitians, sustainability specialists, and menu developers collaborate to expand our plant-forward offerings, which support personal health and the

environment. We continue to expand the availability and marketing of nutritious and low-carbon Coolfood Meals through our partnership with the World Resources Institute (WRI). Our plant-based offerings can help promote animal welfare, reduce stress on water and land resources, and preserve natural habitats, all while lowering GHG emissions. Additional detail on our efforts to reduce the GHG footprint of the food we serve may be found in the Climate Strategy section of this report.

In partnership with the Humane Society of the United States (HSUS), a collaboration that goes back nearly 15 years, we continued to pursue our commitment to achieve 44% plant-based menu offerings by the end of 2025 for U.S. residential dining at more than 250 colleges and universities. As of the end of fiscal year 2024, we reached 30%.

30% of menu items are plant-based in U.S. residential dining at more than 250 colleges and universities.

TAKING ACTION

WHAT'S A PARENT TO DO?

In honor of National Nutrition Month in March, we created a new set of [resources](#) to help parents and caregivers address questions about children's nutritional health. Tapping into Aramark Student Nutrition dietitians and chefs, and powered by the [Student Nutrition Network](#), our What's a Parent to Do? series features blogs and podcasts with emails, marketing collateral, and social media assets to educate clients, parents, and consumers. Topics include ways to successfully encourage kids to eat fruits and vegetables, ideas for making healthy food fun for kids, and approaches to help picky eaters find healthy options they'll love. The translation committee of Aramark's [IMPACTO ERG](#) worked to translate the full series of blog topics to Spanish while ensuring content integrity.

Health and Wellness *(continued)*

Over the years, Aramark’s Feed Your Potential 365 (FYP) health engagement campaign has built an enriching platform of blogs, recipes, and e-newsletters. By offering practical information everyone can use in their everyday lives, FYP empowers consumers to discover, choose, and share healthy foods and lifestyle choices to help people reach their potential.

Our Five Minutes to Feed Your Potential podcast series provides listeners with health and wellbeing ideas and inspiration in short, digestible sound bites. Featuring registered dietitians, chefs, and other Aramark wellness experts speaking on wide-ranging topics like heart health and going plant-forward, the podcast series was recognized by the Digital Health Association with a Digital Health Award in the Digital Health Media/Publication—Audio Series category at its spring 2024 awards.

IN FISCAL YEAR 2024, OUR MENUS IN U.S. WORKPLACES, HOSPITALS, AND COLLEGE AND UNIVERSITY DINING HALLS FEATURED MORE PLANT-BASED, VEGETARIAN, AND COOLFOOD MEALS THAN PRIOR YEARS. APPROXIMATELY:

38%

of main dishes offered are vegan, vegetarian, or plant-forward.

18%

of main dishes offered are vegan.

53%

of main dishes offered are Coolfood meals.

33%

of main dishes and sides offered are categorized as Eat Well, meaning they contain a full serving of nutritionally dense whole foods that are lower in calories, saturated fat, and sodium.

10%

of main dishes and sides offered include whole grains as a leading ingredient.

TAKING ACTION

CLINICAL TELENUTRITION FOR HOSPITAL INPATIENTS

Aramark Healthcare+ launched a new, first-of-its-kind program to remotely connect our highly skilled clinical dietitians with hospital patients through cloud-based technologies in partnership with Teladoc. Our program is thoroughly vetted with each state’s regulations to ensure patient privacy and to comply with individual payer requirements. Participating hospitals will have access to a regulatory-compliant medical nutrition therapy program, trained clinical dietitians, Teladoc equipment hardware, services, technical support, and remote device monitoring. Check out our Mark This! podcast to learn more about TeleNutrition.



BUILDING LOCAL COMMUNITIES

At Aramark, we encourage our global workforce to give back to their local communities all year long. Through our Community Relations team and our local volunteer hubs, our Star Teams, we develop relationships with nonprofit organizations to support and build their organizational capacity, leverage resources to drive measurable outcomes, and create meaningful volunteer experiences for our employees.

Together, we build stronger communities and enrich the neighborhoods where our teams, clients, and customers live and work.

In 2024, Aramark was named one of the 50 Most Community-Minded Companies in the

United States by Points of Light and was an honoree of the Civic 50 Greater Philadelphia. We earned these distinctions through our efforts to showcase how a larger employer like Aramark can use its time and resources to drive social impact in its business and community.

Every day, we strive to enable a healthy and equitable society by:

- **Empowering** careers through hospitality skills development and educational opportunities
- **Increasing** access to food
- **Building** vibrant communities by enhancing community environments and employee volunteerism

TAKING ACTION

MLK DAY OF SERVICE

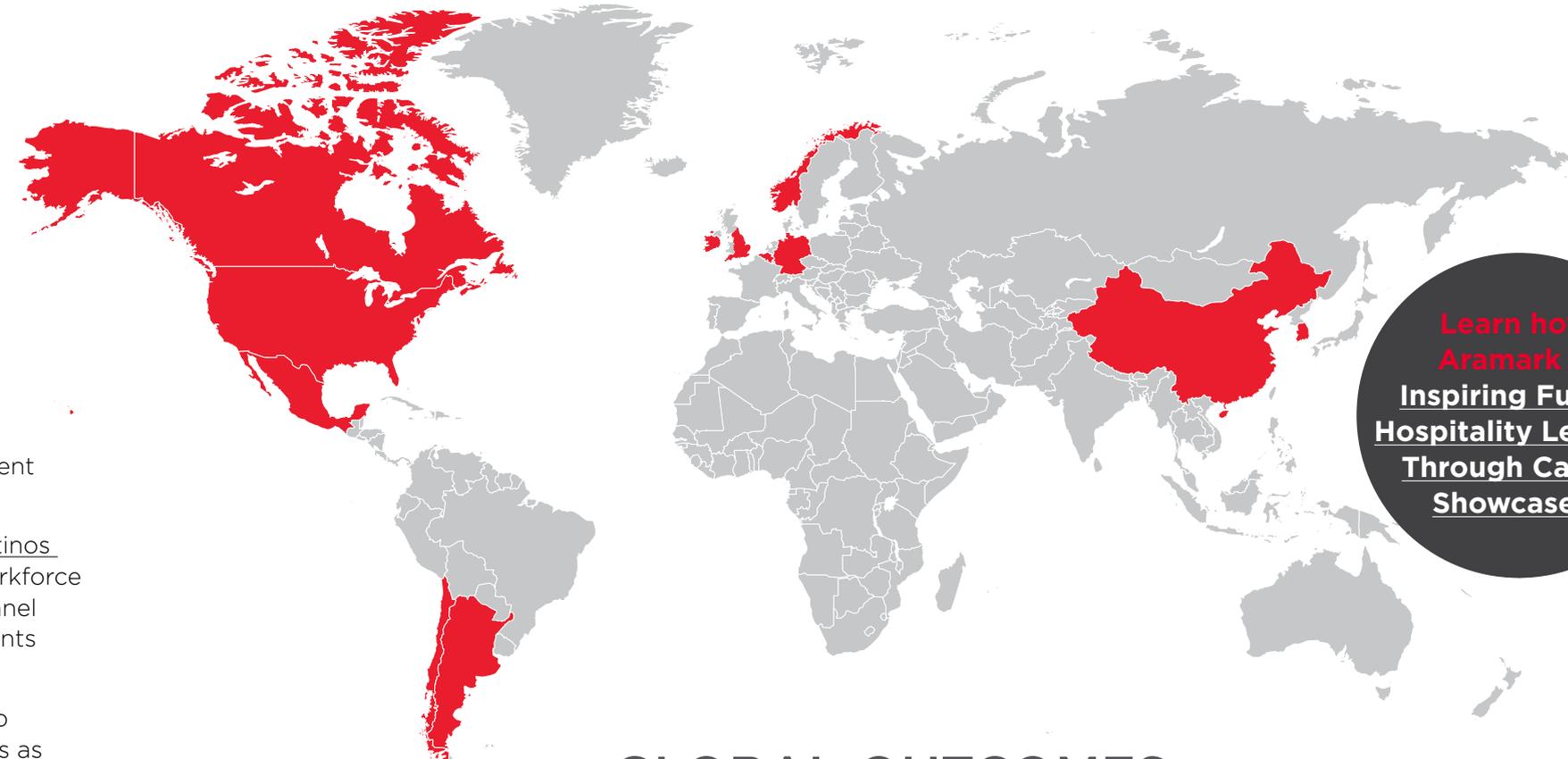
Throughout the year, Aramark employees engage in local service projects to support their communities. During the 2024 Martin Luther King Day of Service, Aramark Community Relations invited employees who volunteered for service projects to recommend a nonprofit organization to receive a community grant. In total, 10 community organizations across seven different U.S. locations received support, further illustrating Aramark's commitment to giving back while encouraging employees to participate in meaningful volunteer opportunities. This initiative helped support efforts to beautify community spaces, serve meals to unhoused individuals, and increase access to food.

Our strategic approach is centered on three pillars:

How we **CARE** for our community, including issues that are important to everyone

What we **GIVE** through strategic investments and by donating time, knowledge, and resources

Creating opportunities for our employees to **DO** more through volunteerism and engagement



Learn how Aramark is Inspiring Future Hospitality Leaders Through Career Showcases.

Building Local Communities *(continued)*

As an extension of Aramark’s year-round efforts to strengthen local communities, we unite our global workforce to volunteer every year on Aramark Building Community (ABC) Day, engaging thousands to dedicate their time, energy, and expertise to service projects in their community.

Since the first ABC Day, we have engaged more than 76,000 employee volunteers in projects that supported more than 2.1 million community members in over 1,000 communities globally. We served more than 338 million meals and collected and donated more than 177,000 pounds of food.

On our 11th annual ABC Day in April 2024, more than 4,000 employee volunteers from 12 countries participated

in over 250 projects that provided direct support for 126 nonprofit organizations.

In addition to the physical transformations taking place on ABC Day, volunteers used their professional skills to inspire the next generation of hospitality leaders through career development workshops.

At Philadelphia’s Congreso de Latinos Unidos, volunteers assembled workforce tool kits and provided a career panel and mock interviews for participants in both English and Spanish.

ABC Day continues to foster deep employee engagement and serves as a catalyst for year-round involvement in the communities in which we operate.

GLOBAL OUTCOMES

\$11M+
Direct, in-kind, and matching contributions

234
Cities

9K+
Volunteers engaged

1K+
Nonprofits supported⁵

1.2M+
Meals served

3,890+
Backpacks distributed

378,500+
Students supported

475+
Volunteer events hosted

88
Community and campus gardens supported

1.9M+
People supported (including community residents, students, and more)⁵

⁵Supported includes, but is not limited to, serving a meal, providing a meal, snack, toiletry, or other kit, giving a backpack or collection of school supplies, facilitating nutrition education, funding scholarships, creating educational or employment readiness opportunities, and leading workshops or demonstrations.

Our post-event surveys confirm that, among volunteer participants:

94% have a better appreciation of their community’s needs.

99% said it was a great or excellent opportunity to connect with colleagues.

88% plan to volunteer again.



Increasing Food Access

Food security, as defined by the United States Department of Agriculture (USDA), means access by all people at all times to enough food for an active, healthy life. According to the most recent USDA report on Household Food Security in the U.S., an estimated 13.5% of households were food insecure at least some time during 2023, an increase from 12.8% in 2022. At the same time, the USDA estimates that approximately 30% to 40% of all available food goes uneaten through loss or waste.

We address food security through effective operational and food management practices, as well as by minimizing food waste, building strategic partnerships, leading food recovery efforts, and fostering collaborative dialogue across communities, on campuses, and in the workplace.

In 2024, we continued to leverage key partnerships like Swipe Out Hunger, which addresses food insecurity on college campuses; Second Harvest, a food rescue charity in

Canada; and the Food Recovery Network in the U.S. These efforts and partnerships yielded substantial results, including:

- Operating 21 on-campus Supplemental Nutrition Assistance Program (SNAP) stores
- Offering at least one on-campus food security solution at nearly 100 universities
- Collecting and donating more than 86,281 meal swipes at 63 universities for students in need
- Contributing to more than 130 community and on-campus food pantries
- Helping to facilitate more than 200 nutrition education workshops
- Supporting more than 80 on-campus and community gardens
- Subsidizing 38 on-campus farmers markets
- Donating more than 931,000 pounds of surplus food

We support more than 80 on-campus and community gardens.



RESPONSIBLE SOURCING

Our Responsible Sourcing practices focus on adopting procedures throughout our supply chain that reflect our commitments to source sustainably, inclusively, and ethically, while benefiting local and global economies, the communities we serve, and the environment.

Our [Supplier Code of Conduct](#) captures the commitments and baseline environmental and social expectations that drive our global sourcing programs, priorities, and actions. While our contracts require suppliers to comply with all applicable laws, we encourage them to take

further steps to reduce potential negative environmental effects of their operations.

Aramark's [Global Sustainable Sourcing Policy](#) connects our framework for end-to-end supply chain management with category- and issue-specific priorities, including animal welfare, antibiotics stewardship, land conversion, no deforestation and biodiversity, sustainable seafood, and embedding circularity. During our annual review of the policy, we expanded the sustainable seafood section to provide further guidance regarding minimizing the risk of human rights abuses within our seafood supply chains.

To better inform Aramark procurement decisions, we leverage the Request for Proposal (RFP) process to question suppliers about sustainability and diversity. Throughout our contractual relationships, we engage suppliers to understand their environmental, ethical, and local impacts.

We continue to expand our international supplier assessment program with [EcoVadis](#)[®], including our participation in the Hospitality Alliance for Responsible Procurement. Since we started this program in 2020, we've engaged more than 900 suppliers globally, with over 55% scored at the end of fiscal year 2024.

We detail our progress in the Sourcing Ethically and Inclusively section below, as well as in the Sourcing Sustainably section later in this report. Throughout the year, we also provide periodic updates via [Progress and Priorities](#) on our website.

TAKING ACTION

BREAKS REIMAGINED

From cups of coffee to robust micromarkets, Aramark Refreshments partners with businesses to provide unparalleled convenience and support in workspaces. We set out to fuel inspiration and innovation through reimagined break amenities, displayed by our [Innovation Lounge](#) at the National Automatic Merchandising Association (NAMA) Show in May. The curated space featured purpose-based brand partnerships like certified women-owned [Marigold & Grey](#) and [Bigelow Tea](#)[®], and [Joffrey's Valor Blend](#)[®], which supports the U.S. Armed Forces. Aramark Refreshments was honored to demonstrate our sustainable services at NAMA, the premier event for the convenience services industry.



SOURCING ETHICALLY AND INCLUSIVELY

By working with small businesses and businesses owned and operated by women and diverse populations, Aramark’s strategic relationships increase the supply of culturally authentic products, drive supply chain innovation, and accelerate local economic impact.

Our supplier network reflects nearly 3,000⁶ small and diverse suppliers⁷ as of fiscal year 2024; 66% of our diverse suppliers in the U.S. are certified by a third-party supplier diversity agency. Through our partner, Certify My Company, a certified women-owned business and disabled-owned business enterprise, we help diverse suppliers obtain certification and increase awareness of available resources.

Our goal is to source 25% of our U.S. vendor spend through small, diverse, and local⁸ suppliers by 2025. In fiscal year 2024, we reached 16%, while spending more than \$1 billion with such suppliers in the U.S. Aramark strives for our supplier base to reflect the diversity of our employees, clients, guests, and the communities we serve. We champion local businesses and communities, including small-scale, community-based producers that are independently or cooperatively owned. As this supplier base continues to recover from recent economic and supply chain challenges, Aramark supports opportunities to scale and increase our spend with them.

⁶For FY2023, we reported nearly 5,000 small and diverse suppliers, which included Uniform business.

⁷A diverse supplier is a business that is at least 51% owned and operated by a group or individual who is part of a traditionally underrepresented or underserved group, including women, ethnic minorities, veterans, LGBTQ+ community members, and people with disabilities.

⁸We define locally sourced as products grown, raised, caught, or manufactured by an independently owned business within 250 miles (400 km) of the Aramark client location.

TAKING ACTION

JOURNEY TO THE PLATE (CESTA NA TALÍ)

The culinary team at Aramark Czech Republic sources seasonal ingredients directly from Czech farmers for the popular farm-to-table program, Journey to the Plate (Cesta na talí). We buy freshly ripe fruit and vegetables from local farmers and growers, preparing our specialties within 72 hours after harvest. The program is in its fourth year with more than 100 Aramark-managed restaurants participating. To support the initiative and educate people about the benefits of seasonal eating and sustainable practices, the culinary team developed a dedicated website that offers interesting articles, recipes, and videos.

Partnerships

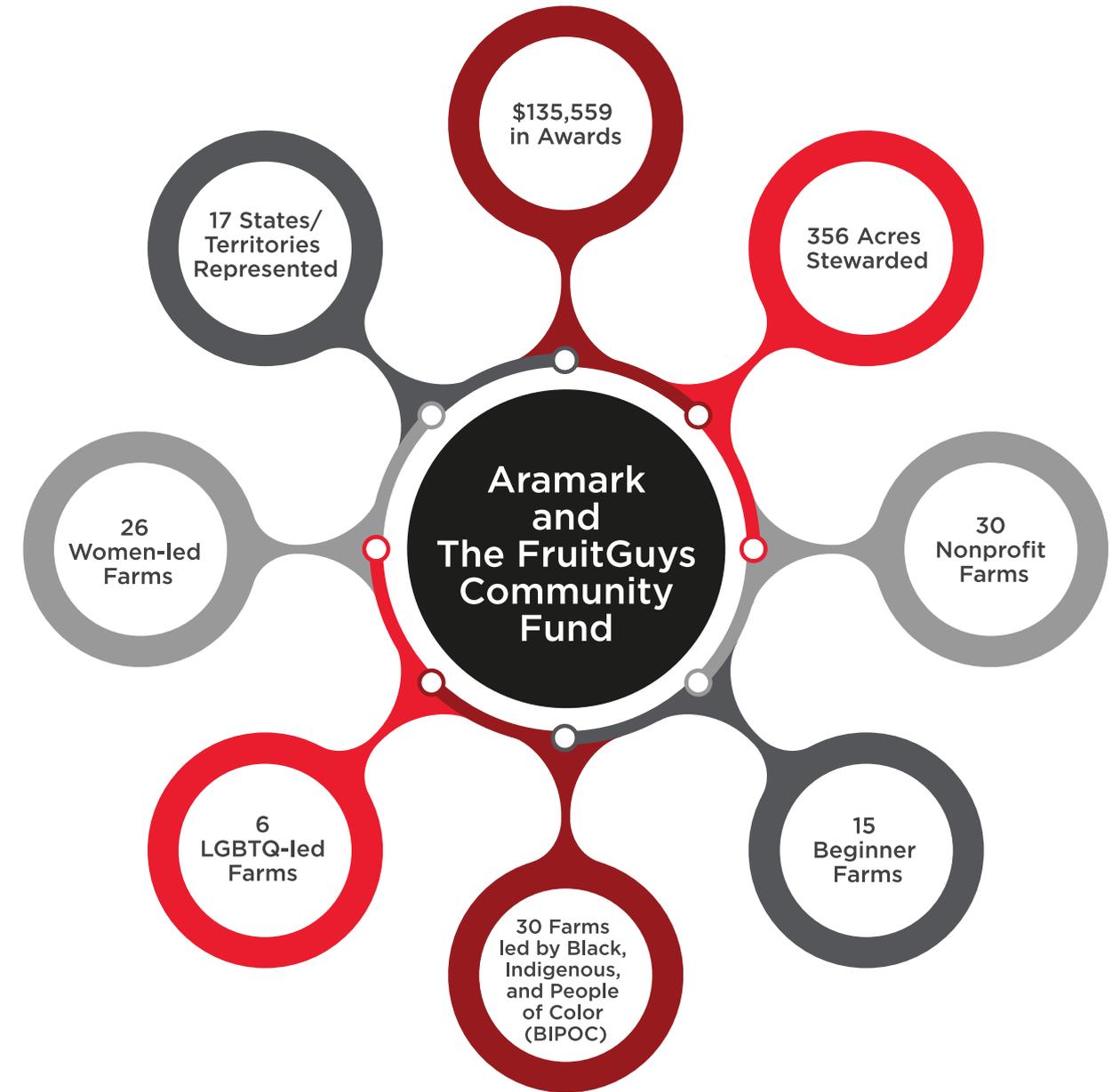


Sourcing Ethically and Inclusively *(continued)*

For the past three years via The FruitGuys Community Fund, Aramark contributed grant funding for small farms and agricultural nonprofits to foster greater environmental and economic health, community engagement, and advocacy that supports sustainable agriculture. Some project examples include adding pollinator-supporting plantings, installing rainwater catchment and storage systems, assembling ergonomic post-harvest wash tables, and adding a solar-powered farm stand with refrigeration in a food desert. The grants provide critical funding for projects that will have tangible, lasting impacts that help conserve water, soil, energy, and labor, creating greater financial stability for the farms and feeding more people in the communities.

“By sourcing fresh, local produce for our campus, we not only support the regional economy but also ensure our students and staff have access to nutritious, high-quality food at Mercer University. This collaboration reflects our dedication to creating a healthier, more resilient community.”

—Chef Jimmy Brown, Mercer Culinary Group



TAKING ACTION

FORWARD COMMITMENTS WITH THE COMMON MARKET

Aramark contributes to The Common Market's Forward Commitment goals by sourcing from small, local farmers in the southeastern region of the U.S. and expanding our participation in 2024 to the mid-Atlantic region. We embrace this program to help bring stability to small farms with committed volume purchasing. Through The Common Market, Aramark connected with Arkansas River Rice, the largest Black-owned rice mill in the U.S. By offering support, we can help small and underrepresented farmers participate in the institutional food system and grow their business. At The Common Market's Farmer Town Hall, our team from Mercer University received the 2024 Local Food System Partner Award, honoring leadership in advancing and advocating for the Forward Commitment program.

Check out our **Mark This!** podcasts **Diverse Supplier Activities and Local Restaurant Row.**



PLANET



PLANET

Our passion for hospitality extends to how we engage and support our people, planet, and communities. This dedication is the foundation for our ambitious goals and ongoing work to continuously improve the way our operations interact with the environment and promote sustainability. From the food we serve and products we use to the way we deliver our food and facility services, we focus on:



SOURCING SUSTAINABLY
by promoting animal welfare, advancing antibiotics stewardship, avoiding deforestation, protecting biodiversity, and procuring sustainable seafood



EMBEDDING CIRCULARITY
by minimizing single-use items, reducing consumption of disposable plastics, and expanding opportunities to reuse, recycle, and compost



MINIMIZING FOOD WASTE
by encouraging prevention, recovery, and recycling aligned with the U.S. Environmental Protection Agency (EPA) Wasted Food Scale



OPERATING EFFICIENTLY
by improving energy and water management, expanding our use of renewables, optimizing fleet routes, and broadening our use of electric vehicles (EVs)

To reinforce these efforts, in collaboration with Arizona State University, a leading university for sustainable practices, Aramark is developing innovative sustainability training and information resources designed to engage both employees and guests. Aramark connects with industry partners through pre-competitive engagements, panel discussions, and speaking opportunities, including at Climate Week, GreenBiz, and the Association for the Advancement of Sustainability in Higher Education (AASHE), among others.

CLIMATE STRATEGY

Aramark centers our commitment to responsible climate action around our validated science-based targets, tracking and communicating our progress transparently, and collaborating with our suppliers, clients, and guests to reduce greenhouse gas (GHG) emissions. We remain committed to the Coolfood Pledge and joined the New York City mayor's plant-powered carbon challenge to reduce the GHG emissions associated with the food the company serves in the U.S. by 25% by 2030.

We continue to improve the accuracy and transparency of our carbon accounting ability to track our performance. In 2024, we used the Persefoni platform to calculate our global GHG emissions inventory, which we are publicly reporting for the first time, and to support progress toward our net-zero pathway. For more information on Aramark's emissions reporting, please refer to Aramark's website and to our annual CDP disclosure, which meets the Science Based Targets initiative (SBTi) reporting requirements.



TAKING ACTION

DREXEL FOOD LAB

To improve design and implementation of food service practices that promote healthy, plant-forward dining while reducing GHG emissions, Aramark partnered with the Drexel Food Lab on a new research collaboration. In this study, Drexel University's residential dining halls leveraged three menu interventions compared with control settings. By promoting unique jackfruit recipes, offering daily grill specials without beef, and moving beef entrées away from primary stations, we saw reductions in carbon emissions without compromising guest satisfaction. We intend to build on these efforts and incorporate learnings across our food service operations.

Coolfood Meals

- Delicious
- Low Carbon Certified
- Plant-Forward Nutrition

TRY ONE TODAY

Coolfood meals are certified by the World Resources Institute. Scan to learn more.

FYP365.com

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Developing Our Decarbonization Pathway

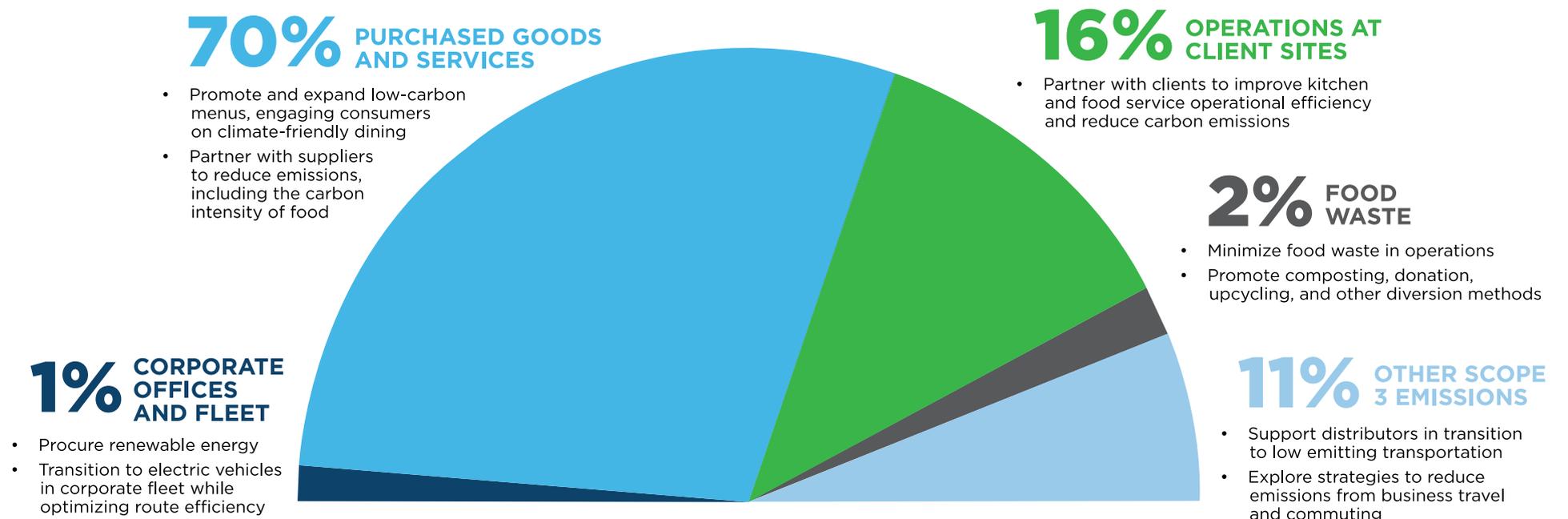
We remain committed to our ambitious science-based targets and are taking practical steps to reduce our GHG footprint in line with our goals. This includes our ongoing effort to reduce emissions from the foods we serve, the suppliers we engage, the vehicles we drive, and the kitchens we operate.

The graphic to the right summarizes our fiscal year 2024 global GHG footprint and the key actions we are pursuing to achieve our near-term and net-zero targets.

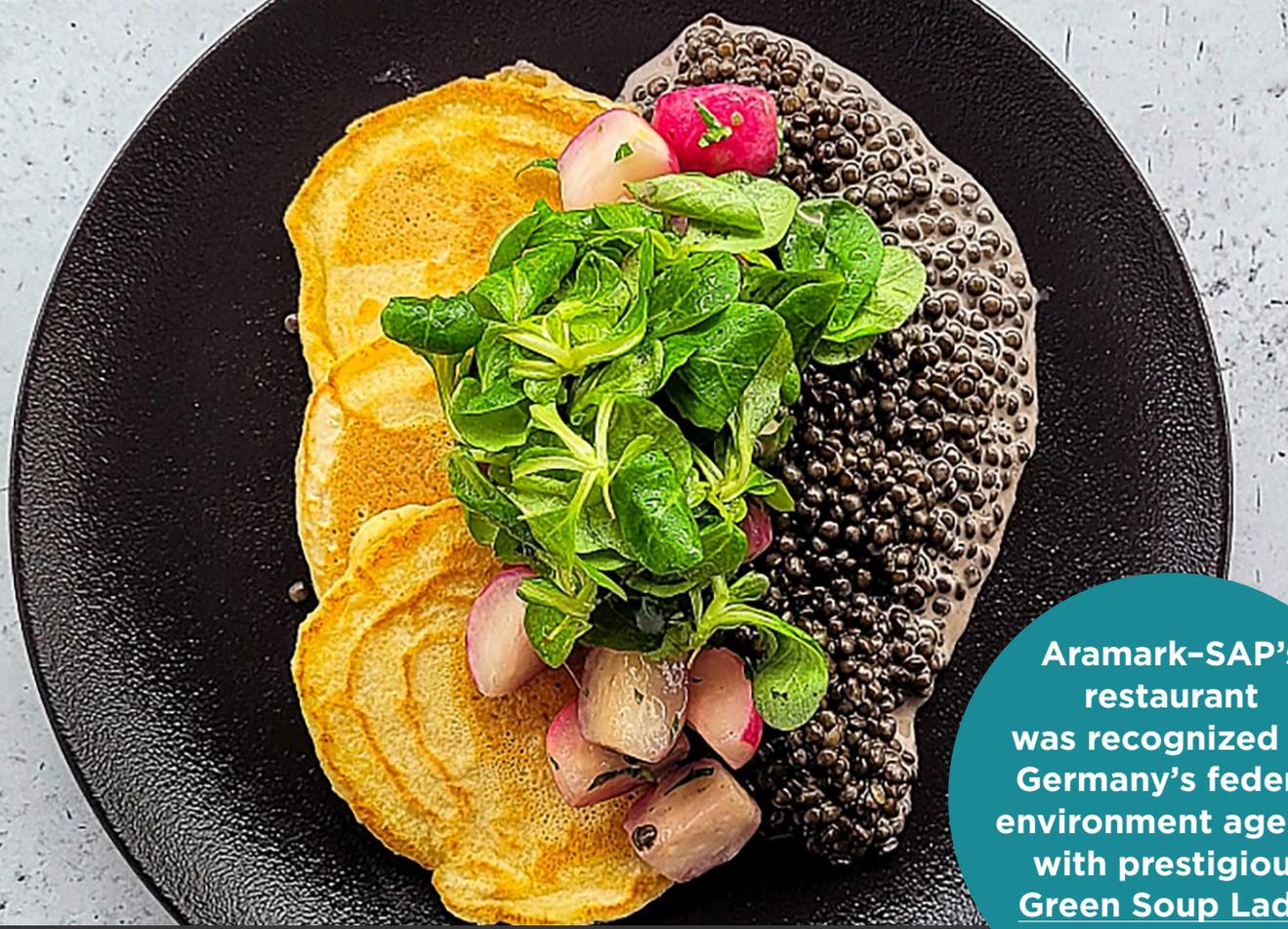
Low-Carbon Food Initiatives

Food is, naturally, at the heart of our strategy. According to WRI, food emissions make up nearly one-third of global GHG emissions. For Aramark, food that we purchase and serve is our largest source of emissions globally. Although reducing emissions from food can be challenging, working toward lower-carbon, more sustainable diets presents an opportunity to expand menu choices and meet consumer expectations for more plant-based options. This supports the health and wellness of our guests while partnering with our clients to work toward our mutual climate goals.

Aramark's Global Carbon Footprint and Our Pathway to Net-Zero



Check out our Mark This! [podcasts](#)
[Sustainability Myths](#) and [Collaborative Culinary.](#)



Aramark-SAP's restaurant was recognized by Germany's federal environment agency with prestigious Green Soup Ladle award.

Low-Carbon Food *(continued)*

Since 2021, Aramark has been serving low-carbon-certified Coolfood meals that are good for people and the planet. Certified by WRI, Coolfood meals meet nutritional standards and have a 38% lower carbon footprint compared to the regional average. Aramark offers more than 3,000 Coolfood meals across more than 1,000 accounts in Collegiate Hospitality, Workplace Experience Group, and Healthcare+ in the U.S. and Canada.

Aramark's Food Emissions Report provides clients with insight into the GHG emissions associated with the food we serve at their locations. At select locations, we share customized analyses aligned with WRI's Coolfood Calculator methodology with our clients to give them the opportunity to track progress over time and work to achieve our collective climate goals.

This year, internally and through external partnerships, we pursued initiatives that help reduce food emissions. Examples include:

- Promoting thousands of low-carbon, nutritious certified Coolfood meals
- Menu interventions such as a plant-based-by-default approach
- Piloting blended beef products and other lower-carbon protein alternatives
- Engaging guests to tap into growing curiosity about plant-forward eating

Our work includes the development of line of business-specific roadmaps for food emission reductions that can be aggregated into a pathway for delivering our Coolfood Pledge.

Our partnership with the Culinary Institute of America and our representation on the Business Leadership Council for Menus of Change demonstrates our dedication to industry engagement and driving positive change in the food system.

Aramark Collegiate Hospitality supports clients in joining the Menus of Change University Research Collaborative (MCURC), a part of Menus of Change and a groundbreaking initiative that aims to advance plant-forward diets, sustainable food practices, and research-based solutions to food system challenges. We were proud to see our client North Carolina Central University make history as the first HBCU to join MCURC.

TAKING ACTION

BETTER OFF BURGERS

For the 2024 baseball season, Aramark Sports + Entertainment launched a new plant-based concept at Coors Field, home of the Colorado Rockies. Catering to fans' diverse dietary preferences, Better Off Burgers features premium plant-based ballpark favorites like burgers, chips, and shakes, offering satisfying plant-based alternatives and leading to positive sales trends. Our culinary team intentionally designed the branding to be delightfully quirky and eye-catching to fans of all ages, tempting meat lovers alongside those already well-versed in plant-based dining.

TAKING ACTION

PLANET POWER MENUS WITH ARAMARK GERMANY

Aramark chefs in Germany introduced a series of plant-forward recipes based on recommendations from scientists at the EAT-Lancet Commission. In May 2024, our team made Planetary Health Diet offerings a permanent menu line called Planet Power. With more than 50 recipes available, Planet Power meals range from vegan and vegetarian to options that have moderate amounts of animal protein. When developing these recipes, Aramark Germany assesses the carbon footprint of each dish as determined by the Swiss organization Eaternity. With impressive guest participation, Planet Power enables Aramark to continue working toward our common goals with our clients in serving healthy, low-carbon offerings.

SOURCING SUSTAINABLY

As part of our Responsible Sourcing program, Aramark’s sustainable sourcing efforts prioritize animal welfare, antibiotics stewardship, land conversion, no-deforestation and biodiversity, sustainable seafood, and embedding circularity. A set of principles guide each priority, setting the foundation for supplier expectations and informing our time-bound commitments.

Within each category, our efforts focus on issues we’ve identified as the most material to our business, and those where we can have the greatest influence. We integrate these priorities and programs into our supplier engagement and selection process as we leverage our sourcing programs to enable delivery of our ambitious sustainability targets.

Aramark understands the need to continuously evolve and, as we build out programming that supports better practices in our supply chain, we will embrace the holistic themes of nature and biodiversity alongside integrating regenerative agriculture pathways.

Land Conversion, No Deforestation, and Biodiversity

We focus our efforts on deforestation within the four high deforestation impact commodities: beef, soy, palm, and paper (timber). Our [Global Sustainable Sourcing Policy](#) directs our efforts for each commodity in our supply chain to reduce deforestation risks.

We are working to integrate land conversion and biodiversity considerations into our supplier and product decision-making. For beef, soy, palm, and paper, our activities include requesting deforestation policies and processes, country of origin information, and product certifications from our suppliers.

More details of our programs and performance are provided in our publicly available [CDP Responses](#).

100%

of our U.S. contracted oils, margarines, and shortenings have been sourced from regions with no deforestation risk since 2020.

100%

of the palm oil in our U.S. contracted margarines and shortenings has met Roundtable on Sustainable Palm Oil (RSPO) standards since 2020.

96%

of Aramark’s U.S. centrally contracted beef purchases are from areas with no deforestation risk and/or systems in place against deforestation.



Animal Welfare

Aramark aims to procure meat, egg, and dairy-based products that are sustainably produced from animals raised humanely and responsibly. Our [Global Sustainable Sourcing Policy](#) aligns with the Five Freedoms developed by the Animal Welfare Committee and outlines regional requirements and commitments by product types.

To advance our animal welfare strategy, we collaborate with groups like the [Global Coalition of Animal Welfare](#) and [Compassion in World Farming's Working Group for Broiler Welfare](#).

We actively engage in discussions and share knowledge on the welfare of laying hens, pigs, and broiler chickens to drive industry-wide progress.

Across the U.S., Canada, and Europe, we engage our suppliers to improve broiler chicken welfare in line with the [Better Chicken Commitment \(BCC\)](#) and [European Chicken Commitment \(ECC\)](#). We continue to share updates, such as the interim roadmap featured in our [Progress and Priorities](#). In 2024, we expanded this reporting to include Europe.

In fiscal year 2024, 68% of our eggs were cage-free globally and 83% were cage-free in the U.S., which has positively impacted more than 415,000 mother hens. We report publicly through [Egg Track](#) and our [Progress and Priorities](#). Aramark remains committed to achieving 100% cage-free eggs globally by the end of fiscal year 2025.

We recognize there may be market challenges or events that could prevent us from advancing progress, and we will share opportunities when they arise. As our strategic roadmap evolves through 2025 and beyond, we will report transparent updates and results.

Despite market setbacks, we've made significant advancements regarding pork welfare, reaching 92% group-housed pork in fiscal year 2024. Aramark engages our suppliers to deliver our commitment to eliminate gestation crates from our supply chain. Progress in fiscal year 2024 positively impacted 146,000 hogs and 4,672 mother pigs.

TAKING ACTION

WORLD RESOURCES INSTITUTE BEEF RESEARCH PROJECT

Aramark partnered with WRI on a 12-month project to research the global beef supply chain and identify a methodology to assess beef suppliers and their products against a range of sustainability attributes. We examined environmental impact measurement, sourcing strategy, and supplier engagement while considering categories like climate and animal welfare, as well as use of antibiotics, land, and water. We collected global beef supplier data, and consulted with sourcing teams and academic and technical experts. As the work continues, the project aims to deliver a working paper covering opportunities and limitations for reducing the climate impact of beef within supply chains.



Sustainable Seafood

Aramark updated our Sustainable Seafood Policy to clarify our commitment to environmentally and socially responsible supply chains for commercially contracted fresh, frozen, and shelf-stable seafood, including both wild-caught and farm-raised products. We give preference to sources that are rated Green by Monterey Bay Aquarium Seafood Watch and work to collect the [Universal List of Key Data Elements](#) as recommended by the [Global Dialogue on Seafood Traceability](#).

Beyond our centrally contracted seafood, we strive to offer educational programming for client site engagement with local suppliers, promote alternatives to Red-rated species, engage NGOs on regional initiatives, and prioritize action on higher-risk species.

TAKING ACTION

LITTLE LABELS WEEK

Aramark Canada partnered with Fairtrade Canada and the Marine Stewardship Council (MSC) on [Little Labels Week](#) in February 2024 to promote menu items that are Fairtrade- and MSC-certified. At 12 colleges and universities, this initiative aimed to educate and encourage students to choose meals that support fairness, sustainability, and prosperity for people and the planet. These “little labels” can make a big difference in driving social and environmental change related to sustainable and ethical practices in food production and sourcing.



EMBEDDING CIRCULARITY

Aligned with our new strategy introduced last year, Aramark continues to embed circularity⁹ into our operations by:

- Reducing single-use plastics and other items
- Expanding opportunities to reuse, recycle, and compost
- Rethinking and redesigning food and facilities operations with circularity in mind
- Partnering with suppliers, accounts, clients, and third-party organizations to address opportunities and challenges associated with the delivery of a more circular economy

- Reduce the use of plastic containers, cutlery, and cups.
- Expand reusable containers and utensils programs.
- Partner with suppliers to continuously improve the environmental profile of consumer-packaged goods.

In response to legislation, regulation, and local initiatives, many of our international operations have made progress in this area and we will continue to drive improvement across the enterprise.

Our internal, cross-functional Circularity Council helps establish our targets across our lines of business, facilitates account-specific improvement opportunities, and supports stakeholder engagement. We continuously partner with suppliers to identify environmentally preferable solutions, leveraging technology and food service delivery systems that promote waste reduction and circularity.

We frame our efforts around the **Zero Waste International Alliance (ZWIA) Zero Waste Hierarchy**.

In 2023, we established five-year targets to:

- Eliminate the use of plastic straws, stirrers, and front-of-house to-go bags.
- Eliminate or otherwise substantially reduce expanded polystyrene foam (Styrofoam) containers.

⁹When we use the term “circularity,” we refer to the ability to keep materials in the economy in circulation and out of the environment. An efficient circular system generates little to no waste.

TAKING ACTION

RE:DISH AT ARAMARK HQ

Through a partnership with Re:Dish, Aramark’s Philadelphia headquarters switched from disposable to reusable dishware and silverware at our corporate café. By providing reusables during this fiscal year, we diverted more than 104,000 single-use items—or more than 4,800 pounds of waste—avoiding GHG emissions and saving more than 9,800 gallons of water. We’ve had overwhelming employee support for the program, with excitement about access to real silverware and the ability to make a difference toward achieving Aramark’s goals.

Key Initiatives

Collaborating with suppliers, clients, and guests, we develop programs that promote circularity and waste diversion, including the expansion of reusables, an increased procurement of recyclable and compostable alternatives, and the elimination of single-use plastics.

Internally, we strive to ensure operators have the training, guidance, marketing materials, and site-specific information needed to implement programs to reduce, reuse, and recycle while encouraging consumers to modify behaviors. We embed these efforts across lines of business, from replacing all plastic bottled beverages with glass or aluminum packaging at [Yosemite National Park](#) to achieving a 90% waste diversion rate at Seattle's [Lumen Field](#).

As proud members of the [Ocean Plastics Leadership Network](#) (OPLN), we work with other participants to explore and incorporate reuse and refill solutions. Alongside 30 representatives across the packaging value chain, Aramark joined OPLN's five-day [expedition](#) for an immersive tour of Europe's best performing systems for packaging recovery, powered by extended producer responsibility, deposit return schemes, and reuse and refill.

Building on our contributions as part of the Single-Use Material Decelerator (SUM'D) steering committee to create the [UP Scorecard](#), we hosted an internal training to show operators how the tool supports

sustainable disposable decision-making, considering both the environment and human health.

We team up with technology partners to provide innovative solutions at our client accounts, such as:

- **Oscar Sort**, an AI-powered waste sorting system that helps users recycle properly, and includes important metrics for operator analysis
- **Topanga ReusePass**, an RFID-enabled track-and-trace technology system for scaling reusables that features an engaging web-based application for guests, along with simple tools and an analytics dashboard for operators

More than 25 Aramark-managed college and university campuses participate with Topanga ReusePass, accomplishing impressive results, including a 96% return rate, nearly 46,000 unique users, more than 443,200 containers diverted from landfill, and approximately 290,000 gallons of water saved¹⁰. Continuing our partnership that started in 2021, Aramark had 31 Oscar units across 10 U.S. client sites in fiscal year 2024, educating guests to improve overall waste disposal by 29% and supporting increased recycling and composting accuracy. On top of the beneficial sustainability outcomes, these programs can provide cost savings for Aramark and our clients.

¹⁰Compared to manufacturing of single-use disposables.



TAKING ACTION

4TH OF JULY CLEANUP WITH KEEP TAHOE BLUE

Every summer, the busiest day at Lake Tahoe is July Fourth. As the site's concessionaire, Aramark Destinations partners with [League to Save Lake Tahoe](#) to ensure a safe and sustainable holiday weekend for Tahoe beachgoers and local residents. We added temporary fencing, extra staffing, and more restrooms, handwashing stations, and trash and recycling receptacles, while issuing trash bags to guests for an easy way to leave no trace. In partnership with Eco-Products® Product and Zero Waste Specialists, we helped monitor receptacles and guide visitors to appropriately divert their waste. These new management strategies were a success, resulting in a [97% decrease in litter collected by weight](#) on July 5, 2024, compared to 2023.



In 2024, U.S. pre-consumer food waste was 81% lower than our 2015 baseline.

MINIMIZING FOOD WASTE

Reducing food waste conserves resources, reduces our environmental footprint, and promotes food security. As a leading food service provider, our scale gives us an opportunity to foster improvements in the institutional food system. We align with the [EPA Wasted Food Scale](#) and [ReFED Roadmap to 2030](#) as guidelines for our endeavors.

As a proud [USDA Food Loss and Waste 2030 Champion](#), Aramark has committed to reducing food loss and waste in our U.S. operations by 50% by 2030 from our 2015 baseline. For fiscal year 2024, pre-consumer food waste in U.S. food operations was 69% lower than our 2015 baseline. We continue to improve our ability to track and measure both pre- and post-consumer waste.

As an extension of this commitment, we signed the [Pacific Coast Food Waste Commitment \(PCFWC\)](#) in 2022 and the [U.S. Food Waste Pact \(PACT\)](#) in 2023. Through participation in these pre-competitive partnerships, Aramark, along with ReFED, World Wildlife Fund (WWF), MCURC, and Stanford Food Institute, launched four FoodWISE pilot projects in Workplace Experience Group and two in Collegiate Hospitality in 2024.

These pilots include new training, a food waste reduction idea contest (with a pilot of the winning idea), and an impact analysis of employee mindset, behavior changes, and waste reduction. Our goal is to continue to reduce food waste, promote culture change toward sustainability in food services, and share best practices across the industry.

During 2024, we partnered with the PCFWC on a project to test [how consumer messaging impacts plate waste](#), leveraging the WWF's [Planet Plenty](#) signage tool kit.

The results revealed some positive improvements in consumer understanding of plate waste, while highlighting the continued challenges in obtaining consistent, accurate post-consumer waste measurements in food service locations. Aramark will continue to promote consumer messaging, staff training, and engagement, and will continue to identify new opportunities to scale best practices that drive food waste awareness and reduction.

TAKING ACTION

FOOD RESCUE AT CITI FIELD

In April 2024, Aramark partnered with Rescuing Leftover Cuisine (RLC) and the Amazon' Mets Foundation to implement a food recovery program at Citi Field to redistribute surplus food to local nonprofits feeding the community. After each series of home New York Mets games, Aramark consolidated any excess food for RLC, who then ensured that the food found a home to nonprofit recipients in the community. Since this partnership began, RLC and Aramark rescued more than 8,490 pounds of food from Citi Field, which has been repurposed into more than 7,070 meals for individuals in need. In addition to promoting food security in local communities, this effort prevents GHG emissions and waste, reducing the environmental impact of food disposal.

We empower our operators to identify, track, improve, and address waste hot spots.

Key Initiatives

Aramark takes a holistic approach to minimizing food waste across planning, purchasing, production, and service. By leveraging technology-based waste tracking solutions like ENABLE, a digital platform with a suite of front-line tools, and Leanpath, a third-party software integrated into scales or tablets, we empower our operators to identify, track, improve, and address waste hot spots.

More than
650
locations employ these mobile applications

To guide our chefs and other operators in making decisions that help reduce food waste, Aramark’s Enterprise Sustainability and Hospitality Enablement teams work in partnership to provide training, communications, solutions, and tools. We aim to keep our food waste management program fresh, innovating to capture the latest science, technology, and operational practices.

Aramark operators identify opportunities to upcycle leftover food, scraps, compost disposables, and other organic materials to further divert waste from landfills.

Where available, we partner with clients and local companies to participate in composting programs. At some locations, we divert waste to create compost to enhance soil health, replace chemical fertilizers, increase moisture retention in soil, and reduce methane.

In instances where our operations have excess, safe-to-eat food, we aim to provide this food to local hunger relief agencies, as part of our food donation program described in the Building Local Communities section of this report.

Other highlights include:

- Together with the Ohio Department of Rehabilitation and Correction and the Northeast Reintegration Center in Cleveland, Aramark and our IN2WORK participants packed and donated more than 500 shelf-stable meal bags to the Salvation Army of Northeast Ohio. Aramark’s Union Supply Group made the event possible by generously donating more than 5,500 items.
- Harvest Table Culinary Group partnered with Matriark Foods, a certified woman-owned business, on a groundbreaking 18-month pilot program to map a comprehensive strategy for converting standard menu items to upcycled alternatives, resulting in nearly 50,000 pounds of vegetables diverted from the landfill.
- At a client site in the U.K., Aramark uses worms to help with composting. Between 60,000 and 80,000 worms digert production waste and produce fertilizer for landscaping. Employing the wormeries reduced the waste sent to landfill by 90%.
- Aramark Spain embarked on an initiative with PwC to improve food waste tracking measurements, analyze root causes while identifying mitigation initiatives, and implement a defined six-year roadmap. The partnership resulted in more than 25 waste mitigation initiatives so far.
- Aramark Chile’s Waste to Action campaign encourages guests to separate organic and inorganic waste, avoiding landfills by sending organic waste to industrial composting fields and recycling the inorganic waste. Through this campaign and other initiatives, we’ve composted more than 2.9 million pounds since 2021.
- In the U.S., we created a new operational tool kit for reducing food cost and waste, leading to 4,266 self-assessments completed.
- In 2024, Aramark Ireland signed the Food Waste Charter, formally committing to accelerate action to further reduce food waste and pledging to work collectively within the food industry.



OPERATING EFFICIENTLY

By promoting renewable energy use, making energy and water efficiency improvements, integrating EVs, and optimizing routes throughout Aramark's vehicle fleet, we are making progress toward our science-based targets while reducing operating costs. For more than 40 years, Aramark has assisted our clients in minimizing energy and water use, leading to cost savings of more than \$500 million.

We partner with our clients to operate efficiently at their locations, supporting their efforts to achieve Green Restaurant Association's Certified Green Restaurant® status through implementation of energy-efficient operating procedures and the replacement of aged equipment with ENERGY STAR-rated or high-efficiency models. Aramark works with clients to design and construct optimized kitchens and dining venues during renovations or new constructions.



TAKING ACTION

YOSEMITE EXPANDS ELECTRIC FLEET

Aramark added four new all-electric vehicles (EVs) to our fleet at Yosemite National Park, bringing the total number of EVs to 14. We commit to adding more EVs while transitioning our existing fleet to hybrid and fuel-efficient vehicles. To support this effort, we're developing dedicated charging stations with the goal of ensuring guests have ample time and space to charge their own vehicles. The EV initiative supports Aramark's efforts to reduce GHG emissions while emphasizing the importance of preserving the natural beauty of Yosemite National Park.

TAKING ACTION

WATER CONSERVATION AT LAKE POWELL

At Lake Powell Resorts and Marinas, Aramark Destinations takes a proactive approach toward conserving water, recognizing its vital role in maintaining the delicate ecological balance of the region. Three innovative solutions have contributed to reductions in water usage. A simple yet impactful technology made from recycled materials, the Drop-A-Brick toilet tank system, effectively reduces water used per flush. By starting to replace traditional shower heads with more water-efficient models, we project a savings of approximately 800,000 gallons of water annually. We've transitioned to xeriscaping¹¹ for 70% of our landscaping. By employing drought-resistant native plants and low-water vegetation, this initiative conserved an astonishing 38 million gallons of water in a single year. That's equivalent to more than 57 Olympic-sized swimming pools!

¹¹Xeriscaping is a landscaping method especially for arid and semiarid climates that utilizes water-conserving techniques (such as the use of drought-tolerant plants, mulch, and efficient irrigation).

Facilities Management— Helping Clients Operate Sustainably

Through cleaning, operations and maintenance, energy management, grounds and landscaping, and other support services, Aramark Facilities Management makes the essential exceptional. We optimize resources to work toward our clients' sustainability goals, innovating over time to adapt site-specific solutions.

We collaborate with clients to minimize waste by matching equipment with occupant needs and collecting data for smarter energy management. To optimize utility systems

such as heating, ventilation, air conditioning (HVAC), and electrical, we propose solutions to help reduce energy consumption and costs. Based on facilities' current conditions, we recommend improvements, supervise the LEED certification process, and deliver carbon reduction strategies.

We use eco-friendly cleaning products and methods, following procedures that promote safety and sustainability while prioritizing innovation and continuous improvement.

We optimize resources to work toward our clients' sustainability goals, innovating over time to adapt site-specific solutions.

Facilities Management *(continued)*

Technological Innovation

Aramark Facilities Management and industry partners team up to develop and test innovative products, supplies, and equipment. Our technology, process, and equipment maximize the use of facilities, extend asset life cycles, and reduce energy, waste, and water consumption.

Aramark's Intelligent Workplace Experience (AIWX™ Connect) helps predict, deliver, and adapt services based on specific real-time occupancy, space utilization, occupant feedback, and more to guide organizations to deliver services based on actual demand, resulting in operational efficiencies, improved productivity, and higher customer satisfaction. We customize each AIWX Connect solution to meet the needs of the specific operation and can assist in gaining up to 35 LEED Certification points.

AIWX Connect real-time refrigeration monitoring uses wireless temperature and humidity sensors to send alerts when outside of acceptable ranges, preventing costly product spoilage and unexpected inventory losses, avoiding potential regulatory fines, and protecting brand reputation. With more than 700 sensors installed across Aramark's lines of business, the solution conserved 6,000 pounds of food, avoiding costs up to \$23,700 in 2024.

Other AIWX Connect solutions include Waste Management, which utilizes ultrasonic sensor technology to monitor real-time trash and recycling receptacle fill rates, and Leak Detection, which

leverages the sensors to send real-time alerts in the instance of water infiltration. While AIWX Connect Waste Management reduces the number of pickups, AIWX Connect Leak Detection saves water by addressing issues in a timely manner, saving 29,160 gallons in 2024.

To continue to improve efficiency and achieve superior cleaning results, we established a new partnership with Pringle Robotics in 2024 to deploy floor-cleaning robots and operational software solutions, enabling automated floor cleaning to drive optimized processes. These autonomous cleaning machines recycle water used during the cleaning process, saving nearly 34,000 gallons of water¹² as we cleaned 21 million square feet of flooring.

Aramark's TwinOptix® digital twin technology is an asset, space, and exterior management solution that provides actionable, data-backed insight into facilities by creating a virtual, dimensionally accurate representation. By reducing the need for employees, contractors, or designers to travel for site visits, TwinOptix can save time and money and lower GHG emissions. This leading-edge solution combines with AIWX Connect to empower confident and data-driven decision-making that improves efficiency and reduces costs.

We customize each AIWX Connect solution **to meet the needs of the specific operation.**

Check out our **Mark This!** podcast **Facilities Innovation.**



¹²Compared to the average mop and bucket water usage of 5 gallons per 1,000 square feet.



GOVERNANCE

OVERSIGHT AND SUPPORT

The Nominating, Governance, and Corporate Responsibility Committee of Aramark’s Board of Directors (the Board) oversees delivery of our Be Well. Do Well. strategy and commitments. The Board’s Compensation and Human Resources Committee oversees DEI, while the Board’s Audit Committee oversees ethics and compliance.

Our governance model includes an ESG Steering Committee (SteerCo), an ESG Operating Committee (OpCo), and a global Sustainability Community of Practice to enable continuous improvement and management of Be Well. Do Well.

Sustainability, DEI, and Ethics and Compliance functions regularly engage with the executive leadership team and Board. We make ESG metrics a formal part of the annual incentive compensation plan for Aramark’s chief executive officer and executive leadership team.

Strong oversight, leadership accountability, and ongoing, practical business integration drive the implementation of our Be Well. Do Well. initiatives. Through trusted stakeholder partnerships, cross-functional collaboration, and data integrity and transparency, Aramark continues to pursue effective governance of our programs and performance.





INTEGRITY AND COMPLIANCE

Aramark's success is predicated on trust. Our clients choose us as their hospitality partner because they trust us. We know that how we conduct business directly impacts them, and our commitment to integrity and compliance demonstrates how seriously we take this responsibility.

Our Business Conduct Policy (BCP) provides the legal and ethical standards everyone must follow, including all subsidiaries and anyone acting on Aramark's behalf. For sustainability performance tracking and reporting, our BCP requires accuracy and truthfulness.

Our BCP is fortified by a robust policy framework, which covers anti-corruption, gifts and entertainment, conflicts of interest, political contributions, data privacy, and more. It is Aramark policy to comply with laws in each country, state, and locality in which we conduct business.

The mission of our global Ethics and Compliance team, led by the chief compliance officer, is to protect the integrity of Aramark

and our clients with effective compliance programs. Comprising key stakeholders across the business, our Compliance Council meets quarterly to perform risk assessments and track progress on key compliance risk areas, including ESG. In fiscal year 2024, the Compliance Council conducted deep dives into 11 compliance risk areas.

On a regular basis, Aramark's Audit and Controls Department conducts audits of compliance with the BCP, other company policies, and local laws. Based on risk, we have a rotational audit program that includes all operations.

The Board's Audit Committee oversees and manages ethics and compliance issues, including a regular review of compliance program updates, trends, and significant BCP and legal matters. As part of Aramark's enterprise risk management framework, the Board reviews specific high-priority risks on a regular basis throughout the year and receives reports from senior management on activities designed to promote a culture of integrity.

For sustainability performance tracking and reporting, our BCP requires accuracy and truthfulness.

Whistleblower Reporting Mechanisms and Investigations

Aramark provides employees with a variety of options to raise concerns or report suspected BCP violations, including through their own manager, a manager not their own, Human Resources, the Legal or Audit and Controls Department, a letter to the Board’s Audit Committee, and the [Aramark Hotline](#). We protect the rights of individuals who report issues in good faith and prohibit retaliation.

Operated by a third party, the Aramark Hotline allows anyone—including employees, suppliers, and the public—to raise concerns anonymously by phone or online. The Aramark Hotline is available 24/7 with translation services available. An investigator handles each case, and, if a concern is validated, appropriate action is taken. The Board’s Audit Committee receives regular updates on trends and significant matters.

We require employees at all levels of the company **to be aware of and abide by the BCP.**

Compliance Training and Awareness

We require employees at all levels of the company to be aware of and abide by the BCP. Annual online BCP training is mandatory for all salaried employees. In fiscal year 2024, more than 26,000 employees completed the training. BCP posters combine key principles and Aramark Hotline information into a condensed format for front-line associates and are available in 10 languages.

In addition, on a global and targeted basis, we conduct subject matter compliance training on key risks to relevant audiences. Throughout the year, we also reinforce BCP concepts through articles, newsletters, digital signage, and leadership messaging.

Our Anti-Corruption Policy prohibits bribery, corruption, and fraud of any kind and requires anti-corruption due diligence for third parties. All consultants, agents, or other third parties acting on behalf of Aramark must adhere to our anti-bribery requirements.

In addition, our [Supplier Code of Conduct](#) requires suppliers to have anti-corruption policies and programs in place to verify compliance with all anti-bribery and corruption laws. Aramark’s anti-corruption training course is mandatory for all employees whose role poses a potential corruption risk. We also conduct periodic anti-corruption audits.

In fiscal year 2024, more than 26,000 employees completed the training.





Cybersecurity and Data Privacy

Aramark respects the privacy of personal, nonpublic, or proprietary information entrusted to us by clients, customers, suppliers, and other third parties. We require any personally identifiable information (PII) that Aramark processes is:

- Obtained lawfully
- Not transferred to other countries without adequate protection
- Accurate and relevant to the reason it was collected
- Limited to what is necessary in relation to the purposes for which it is processed
- Stored securely
- Used solely in accordance with Aramark’s policies, procedures, and applicable legal guidelines
- Processed only for the purposes for which it was obtained
- Deleted when its retention is no longer necessary

All employees must abide by Aramark’s [Global Information Security Policy](#), [Global Data Classification Policy](#), and the [privacy-related sections of the BCP](#), with annual privacy training for employees who may encounter PII. Various countries or regions may also have their own Privacy Policies and Workforce Privacy Notices.

Our contracts with clients, vendors, and suppliers require that all processing of PII has appropriate privacy and data security protections, and timely notifications in the event of a data breach. All information technology vendors must comply with clear security guidelines.

With respect to emerging technology, including generative AI, our risk governance process is best in class. A cross-functional team meets regularly to ensure that risk, data privacy, and legal developments are addressed while fostering innovation, with the launch of [Hospitality IQ](#) as the most recent example. In addition, we updated our [AI policy](#) and resources in 2024 to align with this fast-evolving area.

Aramark aligns with the National Institute of Standards and Technology’s Cyber Security Framework (NIST CSF) by implementing technical and administrative controls to address risk-based information security and privacy needs, such as:

- Multifactor authentication
- 24/7x365 security operations center
- Endpoint detection and response
- Security incident and event management
- Privileged access management
- Formal vulnerability and patch management programs

Aramark performs regular cyber risk assessments at tactical and strategic levels, such as program risk assessments aligned to the NIST CSF, vulnerability scans, and penetration tests, among others.

Check out our Mark This! podcasts Summer Wonders with Destinations and Lake Powell.



Environmental Compliance

Aramark's Environmental Compliance Program comprises measures that ensure safety, responsible environmental management, site-specific compliance requirements, and managerial responsibilities. Building on our SAFE Policy and SAFE Brief process, our Safety and Risk team develops topic-specific environmental training and educational content. We develop training tools for a range of audiences, experience levels, and learning styles to best connect with our teams in the field and communicate our safety message in a variety of ways.

In 2024, we developed Green Briefs covering topics such as cardboard recycling, composting and food recovery, waste and recycling source separation, fleet emissions reduction, and energy and water.

As stewards for some of the most beautiful and environmentally sensitive destinations on the planet, we have a profound appreciation for environmental protection. Aramark Destinations added four iconic attractions to our portfolio in 2024, offering outdoor enthusiasts more experiences that blend history, natural beauty, and cultural exploration.

At select Aramark locations, third-party auditors conduct environmental compliance audits to assure that Aramark is operating pursuant to the most up-to-date regulatory standards. These environmental audits focus on public lands where we operate and manage our clients' facilities.

Food Safety Compliance and Audit

As part of Aramark's broader enterprise risk management framework, the Safety and Risk team presents regular updates to our Compliance Council, including program enhancements, risk reduction strategies, and continuous improvement efforts, as well as KPIs, to track effectiveness. Our chief compliance officer shares this information with the Board's Audit Committee semi-annually.

The U.S. Food and Drug Administration's (FDA's) Model Food Code and globally recognized ISO 22000 food safety management principles serve the foundation for our food safety, quality standards, and processes. To identify specialized safety risks, we employ a Hazard Analysis Critical Control Point (HACCP) approach.

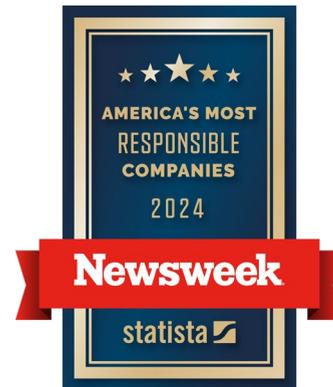
In the U.S. and Canada, we conducted 2,459 audits of food operations in fiscal year 2024. We partner with Steritech to ensure compliance with the FDA's Model Food Code, as well as with state, municipal, and regulatory standards and to obtain available Health Department inspection reports for all food service locations. Our global operations have similar food safety audit programs. This year we completed a multiyear effort to standardize Food Safety metrics across the globe and migrated all data collection to an online system to provide greater visibility.

Aramark's supplier audit program tracks results to drive continuous enhancements, based on the principles of the Global Food Safety Initiative.



APPENDIX

AWARDS AND RECOGNITION



Aramark is proud to be recognized for the following Be Well. Do Well. efforts and initiatives:

- America's Greenest Companies 2024, *Newsweek*
- America's Most Admired Workplaces 2025, *Newsweek*
- America's Most Responsible Companies 2024, *Newsweek*
- All-America Executive Survey Most Honored Companies Best ESG Program 2024, Extel (formerly Institutional Investor)
- Number 2 in Best Places to Work in Healthcare 2024 (Aramark Healthcare+), *Modern Healthcare*
- Top Supplier Diversity Programs for Women's Business Enterprises 2024, *DiversityComm*
- Top Supplier Diversity Programs for Minority Business Enterprises 2024, *DiversityComm*
- Number 29 in Top 50 Companies 2024, Fair360 (formerly DiversityInc)
 - Eighth consecutive year on list; up 11 spots from 2023
- Number 11 in Top Companies for Black Executives 2024, Fair360
- Readers' Choice Number 40 in Top 50 Employers 2024, *CAREERS & the disABLED*
- Best Place to Work for Disability Inclusion 2024, Disability:IN
 - Eighth consecutive year receiving 100% on the Disability Equality Index
- Champion of Board Diversity 2024, The Forum of Executive Women
- "A" Grade from Mercy For Animals' Franken chickens Report 2024
- Equality 100 leader in LGBTQ+ Workplace Inclusion 2023-2024 Human Rights Campaign Foundation
- Civic 50 (one of the Top 50 Most Community-Minded Companies in the U.S. by Points of Light) 2024
 - Civic 50 Greater Philadelphia (one of the Top 50 Civic-Oriented Businesses in Greater Philadelphia)
- Canada Greenest Employers for 2024, Mediacorp Canada
- Top 3 finalist in the Catering Category, German Sustainability Award Gastronomie
- Best AllerCheck™ Marketing Campaign for Universities MenuTrinfo®
- Handshake Early Talent Award 2024

Aramark celebrates our Be Well. Do Well. leaders:

Fenimore Fisher, Vice President of DEI, selected as one of the Top 15 Champions of Diversity by *DiversityGlobal Magazine*

Alan Horowitz, Vice President of Sustainability, named one of North America's Top 100 Chief Sustainability Officers and selected as one of 20 nominees for the top prize by Futur/io

MATERIALITY ASSESSMENT

To better understand the topics most important to our stakeholders and most relevant to our business success, we conducted a materiality assessment in 2021 facilitated by Business for Social Responsibility (BSR). These insights and findings inform our ongoing strategy enhancements and our Be Well. Do Well. platform reflects the outcome of the most recent assessment. We plan to refresh our materiality assessment during fiscal year 2025 for purposes of confirming our longer-term priorities and consistent with new and emerging nonfinancial regulatory reporting requirements, including the European Corporate Sustainability Reporting Directive (CSRD).



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

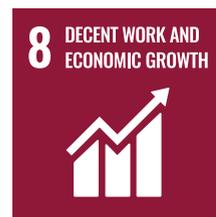
While Be Well. Do Well. sets out our specific priorities and goals, we also consider global partnerships and how we can best contribute to worldwide initiatives. We respond to the call to action by the United Nations Sustainable Development Goals (UN SDGs) through prioritization of eight SDGs described below that align with our efforts, are within our control, and are relevant to our stakeholders. We are well positioned to advance these targets, in conjunction with other companies, policymakers, and civil society organizations around the globe.



ZERO HUNGER Our food waste reduction programs and partnerships with local community organizations facilitate food donations, help reduce food insecurity, and promote nutrition education. Our sourcing strategy aligns with the targets of SDG 2 by supporting small, diverse, and sustainable suppliers.



GOOD HEALTH AND WELL-BEING Through provision of health and well-being benefits and programs such as our collaboration with WRI, we empower people to make healthy food, nutrition, and lifestyle choices every day. Our SAFE Brief process protects the health of our employees, our consumers, and our communities supporting the targets of SDG 3.



DECENT WORK AND ECONOMIC GROWTH Our Human Rights Statement reinforces our commitment to equal rights and the elimination of employment discrimination. We contribute to the targets of SDG 8 through our position against child labor, forced labor, and human trafficking. We developed training programs to focus on resourcing our workforce to engage in active conversations about the societal impact of racism, as well as managing biases in the workplace.



REDUCED INEQUALITIES Our goal is to remove the barriers and societal divides that can affect prosperity and fulfillment. We offer educational opportunities to front-line workers and create economic opportunities through our partnerships with local, small, and diverse suppliers, all supporting SDG 10. We have invested in nonprofit leadership capacity building through DEI training and resources.



RESPONSIBLE CONSUMPTION AND PRODUCTION Our commitment to reduce our food waste 50% by 2030 from our 2015 baseline aligns directly with the targets of SDG 12. We aim to sustainably manage resources through efficient operations, sourcing, and strategic planning.



CLIMATE ACTION Our climate strategy includes specific targets and timelines to reduce GHG emissions and minimize our impact on the planet. Our science-based targets, Coolfood Pledge, and ongoing mitigation activities support SDG 13.



LIFE BELOW WATER We ensure our seafood sources maintain healthy marine life and ecosystems, and respect seafood workers and communities throughout the supply chain. We aim to minimize packaging, limiting marine pollution along the way, aligning with the targets of SDG 14.



LIFE ON LAND Our supplier engagement strategy specifically focuses on no-deforestation and climate, supporting the targets of SDG 15. Our No-Deforestation Policy, together with Coolfood meals and plant-forward menu innovation, contributes to sustainable land use and forest management.

ESG PERFORMANCE DATA TABLE

The below metrics are those that we believe best reflect our Be Well. Do Well. commitments and performance. Note that Aramark completed the spin-off of our Uniform business into an independent publicly traded company (Vestis) at the end of fiscal year 2023. Data for fiscal year 2022 includes Aramark’s Uniform business, unless otherwise noted. Data for fiscal year 2023 and 2024 does not include Aramark’s Uniform business, unless otherwise noted.

Fiscal year		2024	2023	2022
Employee Information				
Total number of employees (approximately)		266,860	262,550	273,875
	Food & Support Services United States (FSS U.S.)	140,970	142,260	135,350
	FSS International	125,250	119,830	117,850
	Corporate	460	460	475
	Management/Salaried	27,160	27,700	28,175
	Front-Line/Hourly	239,520	234,850	245,700
Diversity, Equity, & Inclusion (U.S.)				
Employee Demographics				
Total	Male	43.47%	42.41%	44.43%
	Female	56.63%	57.59%	55.57%
	White	39.34%	40.51%	41.06%
	Diverse	60.69%	59.49%	58.94%
	Black	30.46%	31.18%	29.70%
	Hispanic	20.20%	18.43%	19.21%
	Asian	6.42%	6.47%	6.64%
	American Indian	0.71%	0.65%	0.66%
	Pacific Islander	0.27%	0.26%	0.29%
	Two or More Races	2.62%	2.50%	2.43%

ESG PERFORMANCE DATA TABLE

Fiscal year		2024	2023	2022
Hourly	Male	42.61%	41.17%	42.84%
	Female	57.39%	58.83%	57.16%
	White	42.61%	37.65%	37.57%
	Diverse	63.81%	62.35%	62.43%
	Black	32.21%	32.85%	31.64%
	Hispanic	21.20%	19.22%	20.25%
	Asian	6.73%	6.79%	7.04%
	American Indian	0.72%	0.67%	0.70%
	Pacific Islander	0.28%	0.27%	0.30%
	Two or More Races	2.67%	2.55%	2.50%
Salaried	Male	49.55%	54.01%	57.25%
	Female	50.45%	45.99%	42.75%
	White	64.67%	67.21%	69.09%
	Diverse	35.33%	32.79%	30.91%
	Black	16.25%	15.58%	14.08%
	Hispanic	12.09%	11.09%	10.85%
	Asian	3.90%	3.45%	3.44%
	American Indian	0.63%	0.40%	0.37%
	Pacific Islander	0.22%	0.22%	0.26%
	Two or More Races	2.24%	2.05%	1.92%
Board of Directors	Female	40%	40%	36%
CEO Direct Reports	Female	57%	57%	50%

ESG PERFORMANCE DATA TABLE

Fiscal year		2024	2023	2022
Learning & Development (U.S.)				
Average hours of training per salaried employee in LMS (Global)		4.28	4.20	4.39
Average hours of training per salaried employee in LMS (U.S.)		4.52		
Leadership development program participants (U.S.)		638	683	567
Employees trained and certified by AllerTrain™ (U.S.)		14,000	10,800	2,700+
Recruitment & Retention (U.S. & Canada)				
New Hires	Total	41.1%	40.5%	44.5%
Turnover ¹	Total	66.2%	68.0%	64.1%
	Voluntary	52.3%	57.2%	51.3%
	Involuntary	13.8%	10.8%	12.8%
	Hourly	70.5%	72.5%	68.2%
	Salaried	26.9%	27.8%	28.5%
Employees covered by collective bargaining agreements		38,000	33,700	42,200
Safety (Global)²				
Total recordable incident rate		2.29	2.29	2.53
Lost time frequency rate		1.26	1.31	1.22
Total number of recordable incidents		4,422	4,284	4,976
Total number of lost time incidents		2,428	2,456	2,396

¹Voluntary turnover represents the total number of employee-initiated separations divided by the total number of employees during the reporting period. Involuntary turnover represents the total number of entity-initiated separations divided by the total number of employees during the reporting period.

²Safety metrics follow Occupational Safety and Health Administration (OSHA) calculation guidance.

ESG PERFORMANCE DATA TABLE

Fiscal year	2024	2023	2022
Safety (FSS U.S.)²			
Total recordable incident rate	3.80	3.55	
Lost time frequency rate	1.60	1.56	
Total number of recordable incidents	2,921	2,632	
Total number of lost time incidents	1,237	1,158	
Aramark-initiated recalls	0	0	0
Manufacturer-/Supplier-/CDC-initiated recalls	23	27	29
Confirmed foodborne illness outbreaks	0	0	0
Health & Wellness (U.S. Workplaces, Hospitals, Colleges, and Universities)³			
Vegan, vegetarian, and plant-forward main dishes	38%	39%	38%
Vegan main dishes	18%	17%	
Coolfood meals main dishes ⁴	53%	25%	
Eat Well main dishes and sides ⁵	33%	35%	34%
Whole grain-led main dishes and side	10%	9%	14%
Community Efforts (Global)⁶			
Direct, in-kind, and matching charitable contribution donations (in millions)	\$11.5	\$12.2	\$11.5
Volunteers engaged	9,044	9,738	8,200
Nonprofits supported ⁷	1,053	1,024	928
Meals donated ⁸	1,213,652	1,048,862	436,812
Students supported ⁶	378,557	470,584	320,000
Individuals supported ⁶ (including community residents, students, and more)	1,937,248	1,823,300	1,079,500
Service projects hosted	475	381	340

³Data represents approximate percentage of menu items offered.

⁴Low carbon certified Coolfood Meals have at least 38% lower carbon emissions than the average meal. Learn more about this calculation at eatcoolfood.org.

⁵Eat Well recipes contain a full serving of nutritionally dense whole foods that are lower in calories, saturated fat, and sodium.

⁶Data for FY2022 and FY2023 includes Uniform business.

⁷Supported includes, but is not limited to, serving a meal, providing a meal, snack, toiletry, or other kit, giving a backpack or collection of school supplies, facilitating nutrition education, funding scholarships, creating educational or employment readiness opportunities, leading workshops, or demonstrations.

⁸Meals donated leverages a new methodology that expanded to include donated food converted to meals (1.2 pounds per meal), collegiate meal plan scholarships, and volunteer-led meal services where employees prepared, served, or packed into meal kits. Meals typically represent breakfast, lunch, or dinner, as defined by the FDA.

ESG PERFORMANCE DATA TABLE

Fiscal year	2024	2023	2022
Responsible Sourcing (FSS U.S.)⁹			
Soy in contracted soy oils, margarines, and shortenings from areas with no-deforestation risk	100%	100%	100%
Centrally contracted beef from areas with no-deforestation risk and/or systems in place against deforestation	96%	96%	90%
Contracted canned tuna meeting our Sustainable Seafood Policy expectations	100%	100%	100%
Group-housed pork ¹⁰	92%	91%	74%
Cage-free eggs (U.S. Aramark-controlled purchases)	83%	80%	86%
Cage-free eggs (Global Aramark-controlled purchases)	68%	61%	69%
Mother pigs positively impacted	4,672	4,000	4,000
Hogs positively impacted	146,000	125,000	120,000
Diverse suppliers certified by a third-party diversity agency ¹¹	66%	59%	58%
Local farm suppliers	600	639	478
Local suppliers spend (in millions)	\$167.4	\$157.0 ¹²	\$61.7
Efficient Operations (FSS U.S.)			
Reduction of food waste from FY2015 baseline	69%	73%	73%
Total profit centers using food waste tracking technology	650	675	637
Total pounds of food waste (back of house)	18,799,765	16,282,074	15,504,718
Food waste as a % of total U.S. food cost minus disposables	0.60%	0.52%	0.68%
Reduction of overall stirrers and straws from FY2018 baseline	59%	59%	64%
Reduction of plastic usage for stirrers and straws from FY2018 baseline	73%	72%	75%

⁹All responsible sourcing data is for the U.S. except for the global cage-free egg percentage.

¹⁰FY2022 results for group-housed pork represent percentage by volume. For all other sourcing progress, results represent percentage by spend. To align methodologies, FY2023 and FY2024 results for group-housed pork represent percentage by spend.

¹¹Data for FY2022 and FY2023 includes Uniforms business.

¹²The increase from FY2022 to FY2023 is partly due to calculation methodology improvements that identified more applicable local spend than in prior years.

ESG PERFORMANCE DATA TABLE

Greenhouse Gas (GHG) Emissions	
We disclose our GHG emissions on our website and annually to CDP.	

2024 Board Diversity Matrix		
Total Number of Directors	10	
Part 1: Gender Identity	Female	Male
Number of Directors	4	6
Part 2: Demographic Background		
African American or Black	1	0
Hispanic or Latinx	1	0
White	2	6

SUSTAINABLE ACCOUNTING STANDARDS BOARD

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-RN-130a.1	Please refer to Aramark’s website for information about total energy use. We do not currently capture grid or renewable percentages and are working toward providing this data in the future. For further information on our approach, please refer to the Climate Strategy and Operating Efficiently section of this report as well as Aramark’s 2024 CDP Response.
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	FB-RN-140a.1	We do not capture enterprise-level water data at this time.
Food and Packaging Waste Management	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	Metric tons (t), Percentage (%)	FB-RN-150a.1	Our total amount of food waste (back of house) in the U.S. was 11,655,854 pounds. We are unable to provide food waste percentages at this time. For further information on our performance, please refer to the Minimizing Food Waste section of this report.
	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Metric tons (t), Percentage (%)	FB-RN-150a.2	Total weight of packaging is not available at this time. Food service packaging in the U.S. was 36% renewables and 15% compostable. For further information on our performance and refreshed strategy, please refer to the Embedding Circularity section of this report.
Food Safety	(1) Percentage of restaurants inspected by a food safety oversight body and (2) percentage receiving critical violations	Percentage (%)	FB-RN-250a.1	In the U.S., we conducted 2,459 audits of food operations. Our partner, Steritech, aims to ensure compliance with the FDA’s Model Food Code, as well as with state, municipal, and regulatory standards and to obtain available Health Department inspection reports for all food service locations. Our global operations have similar food safety audit programs. For further information, please refer to the Food Safety Compliance and Audit section of this report.
	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	FB-RN-250a.2	Aramark initiated 0 recalls and Manufacturers/Suppliers/CDC initiated 23 third-party food recalls in the U.S.
	Number of confirmed foodborne illness outbreaks, percentage resulting in public health authority investigation	Number, Percentage (%)	FB-RN-250a.3	Aramark had 0 confirmed foodborne illness outbreaks in the U.S.

SUSTAINABLE ACCOUNTING STANDARDS BOARD

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Response
Nutritional Content	(1) Percentage of meal options consistent with dietary guidelines and (2) revenue from these options	Percentage (%), Reporting currency	FB-RN-260a.1	<p>Our menus in U.S. workplaces, hospitals, and college and university dining halls featured approximately:</p> <ul style="list-style-type: none"> • 38% of main dishes offered are vegan, vegetarian, or plant-forward. <ul style="list-style-type: none"> • 18% of main dishes offered are vegan. • 53% of main dishes offered are Coolfood meals. • 33% of main dishes and sides offered are Eat Well, meaning they contain a full serving of nutritionally dense whole foods that are lower in calories, saturated fat, and sodium. • 10% of main dishes and sides offered include whole grains as a leading ingredient. <p>We do not disclose revenue from these options.</p>
	(1) Percentage of children’s meal options consistent with dietary guidelines for children and (2) revenue from these operations	Percentage (%), Reporting currency	FB-RN-260a.2	Aramark Student Nutrition is dedicated to serving students in K-12 school systems in the U.S. Our menus served to children in K-12 schools meet all nutritional regulatory requirements. Where other lines of business designate meals for children, we meet dietary requirements.
	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines for children	Number, Percentage (%)	FB-RN-260a.3	We do not advertise directly to children, so this metric is not applicable for Aramark.
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Percentage (%)	FB-RN-310a.1	Aramark’s voluntary turnover was 52.3% and involuntary was 13.8%. For more recruitment and retention information, please refer to the ESG Performance Data Table as well as the Human Capital Disclosure in our Fiscal Year 2024 Form 10-K .
	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Reporting currency, Percentage (%)	FB-RN-310a.2	We comply with all legal requirements around wages. We consider this information to be commercially sensitive.
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Reporting currency	FB-RN-310a.3	We describe our approach in the Labor Rights section of this report. For further information, please refer to Human Capital Disclosure and Litigation and Claims in Aramark’s Fiscal Year 2024 Form 10-K .

SUSTAINABLE ACCOUNTING STANDARDS BOARD

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Response
Supply Chain Management & Food Sourcing	Percentage of food purchased that (1) meets environmental and social sourcing standards and (2) is certified to third-party environmental or social standards	Percentage (%) by cost	FB-RN-430a.1	Information related to progress is provided in the ESG Performance Data Table. For further information, please refer to the Sourcing Responsibly, Sourcing Ethically and Inclusively, and Sourcing Sustainably sections of this report and to our Global Sustainable Sourcing Policy .
	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Percentage (%) by number, Percentage (%) by weight	FB-RN-430a.2	Eggs originated from a cage-free environment were 83% for the U.S. and 68% globally. Group-housed pork was 92% for the U.S.
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	N/A	FB-RN-430a.3	We outline our approach in the Sourcing Responsibly, Sourcing Ethically and Inclusively, and Sourcing Sustainably sections of this report, including a focus on animal welfare. For further information, please refer to our Global Sustainable Sourcing Policy .

Sustainability Accounting Standards Board (SASB) - Restaurant Industry Standard: Activity Metrics			
Activity Metric	Unit of Measure	Code	Reference
Number of (1) entity-owned and (2) franchise restaurants	Number	FB-RN-000.A	This metric is not applicable for Aramark.
Number of employees at (1) entity-owned and (2) franchise locations	Number	FB-RN-000.B	This metric is not applicable for Aramark.

GLOBAL REPORTING INITIATIVE

GRI Content Index	
Statement of Use	Aramark has reported the information cited in this GRI content index for the period October 1, 2023, through September 27, 2024, with reference to the GRI standards.
Title of GRI 1 Used	GRI 1: Foundation 2021
GRI 2: General Disclosures 2021	
	Location/Response
2-1 Organizational details	About Aramark Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business
2-2 Entities included in the organization’s sustainability reporting	About Aramark About Our Reporting Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business
2-3 Reporting period, frequency, and contact point	Reporting Period: October 1, 2023–September 27, 2024 Frequency: Annual Contact Point: Sustainability@Aramark.com
2-4 Restatements of information	Calculation methodology or accuracy improvements led to prior restatements for Fiscal Year 2022 data regarding: leadership development program participants; certain safety metrics; diverse suppliers certified by a third-party diversity agency; and mother pigs positively impacted.
2-5 External assurance	Aramark does not undertake external assurance of data in this report at this time. Aramark’s internal audit team has reviewed the report.
2-6 Activities, value chain, and other business relationships	About Aramark Responsible Sourcing Sourcing Ethically and Inclusively Sourcing Sustainably Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business
2-7 Employees	Engaging Employees ESG Performance Data Table Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure

GLOBAL REPORTING INITIATIVE

GRI 2: General Disclosures 2021	Location/Response
2-8 Workers who are not employees	Engaging Employees ESG Performance Data Table Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure
2-9 Governance structure and composition	<u>Corporate Governance Guidelines</u> Committee Charters: Audit Committee, Compensation and Human Resources Committee, Finance and Technology Committee, Nominating, Governance, and Corporate Responsibility Committee Aramark 2024 Proxy Statement, Corporate Governance Matters
2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines Aramark 2025 Proxy Statement, Corporate Governance Matters
2-11 Chair of the highest governance body	Non-Executive Chairman of the Board Stephen I. Sadove
2-12 Role of the highest governance body in overseeing the management of impacts	Governance Oversight and Support Aramark 2025 Proxy Statement, Corporate Governance Matters
2-13 Delegation of responsibility for managing impacts	Governance Oversight and Support Aramark 2025 Proxy Statement, Corporate Governance Matters
2-14 Role of the highest governance body in sustainability reporting	Governance Oversight and Support
2-15 Conflicts of interest	<u>Business Conduct Policy</u> Corporate Governance Guidelines Aramark 2025 Proxy Statement, Corporate Governance Matters
2-16 Communication of critical concerns	Business Conduct Policy Aramark 2025 Proxy Statement, Corporate Governance Matters
2-17 Collective knowledge of the highest governance body	Governance Oversight and Support Aramark 2025 Proxy Statement, Corporate Governance Matters
2-18 Evaluation of the performance of the highest governance body	Governance Oversight and Support Aramark 2025 Proxy Statement, Corporate Governance Matters

GLOBAL REPORTING INITIATIVE

GRI 2: General Disclosures 2021	Location/Response
2-19 Remuneration policies	Oversight and Support Aramark 2025 Proxy Statement, Compensation Matters
2-20 Process to determine remuneration	Oversight and Support Aramark 2025 Proxy Statement, Compensation Matters
2-21 Annual total compensation ratio	Aramark 2025 Proxy Statement, Compensation Matters: CEO Pay Ratio
2-22 Statement on sustainable development strategy	Letter from Our CEO Task Force on Climate-Related Financial Disclosures (TCFD) Report
2-23 Policy commitments	Governance Oversight and Support Integrity and Compliance Business Conduct Policy Supplier Code of Conduct Human Rights Statement
2-24 Embedding policy commitments	Engaging Employees Integrity and Compliance Business Conduct Policy Supplier Code of Conduct Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business Committee Charter: Nominating, Governance, and Corporate Responsibility Committee
2-25 Processes to remediate negative impacts	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy
2-26 Mechanisms for seeking advice and raising concerns	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy
2-27 Compliance with laws and regulations	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy

GLOBAL REPORTING INITIATIVE

GRI 2: General Disclosures 2021	Location/Response
2-28 Membership associations	Some examples of pre-competitive roundtables and partnerships include: BSR Restaurant Roundtable for Sustainability, Menus of Change™, Food Waste Reduction Alliance, Global Coalition for Animal Welfare, Ocean Plastics Leadership Network, World Resources Institute, Humane Society of United States, Hospitality Alliance for Responsible Procurement, and Monterey Bay Aquarium Seafood Watch.
2-29 Approach to stakeholder engagement	Engaging Employees Building Local Communities Responsible Sourcing Aramark 2025 Proxy Statement Your Voice Counts™ consumer feedback tool
2-30 Collective bargaining agreements	Labor Rights Aramark Fiscal 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure

GRI Standard	Disclosure	Location/Response
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Relevant disclosures provided below

GRI Standard	Disclosure	Location/Response
GRI 201: Economic Performance 2016	3-3 Management approach	Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business
	201-1 Direct economic value generated and distributed	About Aramark Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business
	201-2 Financial implications and other risks and opportunities due to climate change	Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Business Task Force on Climate-Related Financial Disclosures (TCFD) Report

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 203: Indirect Economic Impacts 2016	3-3 Management approach	Building Local Communities
	203-1 Infrastructure investments and services supported	Building Local Communities
	203-2 Significant indirect economic impacts	Building Local Communities

GRI Standard	Disclosure	Location/Response
GRI 204: Procurement Practices 2016	3-3 Management approach	Responsible Sourcing Sourcing Ethically and Inclusively Sourcing Sustainably
	204-1 Proportion of spending on local suppliers	Sourcing Ethically and Inclusively ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 205: Anti-corruption 2016	3-3 Management approach	Integrity and Compliance <u>Anti-Corruption Policy</u>
	205-1 Operations assessed for risks related to corruption	Integrity and Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Integrity and Compliance Compliance Training and Awareness

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 302: Energy 2016	3-3 Management approach	Climate Commitments Operating Efficiently Aramark 2024 CDP Response
	302-1 Energy consumption within the organization	Climate Commitments Operating Efficiently ESG Performance Data Table
	302-2 Energy consumption outside of the organization	Climate Commitments Operating Efficiently ESG Performance Data Table
	302-4 Reduction of energy consumption	Climate Commitments Operating Efficiently ESG Performance Data Table Aramark 2024 CDP Response

GRI Standard	Disclosure	Location/Response
GRI 303: Water and Effluents 2018	3-3 Management approach	People Safety Health and Wellness Operating Efficiently United Nations Sustainable Development Goals
	303-1 Interactions with water as a shared resource	Health and Wellness Operating Efficiently
	303-2 Management of water discharge-related impacts	People Safety Operating Efficiently
	303-5 Water consumption	We do not capture enterprise-level water data at this time.

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 304: Biodiversity 2016	3-3 Management approach	Planet Sourcing Sustainably Aramark 2024 CDP Response
	304-2 Significant impacts of activities, products, and services on biodiversity	Sourcing Sustainably Aramark 2024 CDP Response

GRI Standard	Disclosure	Location/Response
GRI 305: Emissions 2016	3-3 Management approach	Climate Strategy Aramark 2024 CDP Response
	305-1 Direct (Scope 1) GHG emissions	Aramark 2024 CDP Response
	305-2 Energy indirect (Scope 2) GHG emissions	Aramark 2024 CDP Response
	305-3 Other indirect (Scope 3) GHG emissions	Aramark 2024 CDP Response
	305-5 Reduction of GHG emissions	Aramark 2024 CDP Response

GRI Standard	Disclosure	Location/Response
GRI 306: Waste 2020	3-3 Management approach	People Safety Minimizing Food Waste Embedding Circularity
	306-1 Waste generation and significant waste-related impacts	Minimizing Food Waste Embedding Circularity Operating Efficiently
	306-2 Management of significant waste-related impacts	Minimizing Food Waste Embedding Circularity Operating Efficiently
	306-3 Waste generated	ESG Performance Data Table
	306-4 Waste diverted from disposal	ESG Performance Data Table

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 308: Supplier Environmental Assessment 2016	3-3 Management approach	Responsible Sourcing Sourcing Sustainably Aramark Global Sustainable Sourcing Policy
	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing Sourcing Sustainably
	308-2 Negative environmental impacts in the supply chain and actions taken	Sourcing Sustainably

GRI Standard	Disclosure	Location/Response
GRI 401: Employment 2016	3-3 Management approach	People Engaging Employees Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure
	401-1 New employee hires and employee turnover	ESG Performance Data Table Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure
	401-2 Benefits that are provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits

GRI Standard	Disclosure	Location/Response
GRI 402: Labor/Management Relations 2016	3-3 Management approach	Labor rights Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure
	402-1 Minimum notice periods regarding operational changes	Labor rights

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 403: Occupational Health and Safety 2018	3-3 Management approach	People Safety Food Safety Food Safety Compliance and Audit Environmental Compliance
	403-1 Occupational health and safety management system	People Safety Food Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	People Safety Food Safety
	403-5 Worker training on occupational health and safety	Learning and Development People Safety Food Safety
	403-6 Promotion of worker health	Employee Benefits People Safety
	403-9 Work-related injuries	People Safety ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 404: Training and Education 2016	3-3 Management approach	Learning and Development
	404-1 Average hours of training per year per employee	Learning and Development ESG Performance Data Table
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management approach	People Diversity, Equity, and Inclusion Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure Human Rights Statement
	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management approach	People Labor Rights ESG Performance Data Table Aramark Fiscal Year 2024 Form 10-K, Part I, Item 1: Human Capital Disclosure
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	People Labor Rights Responsible Sourcing Sourcing Ethically and Inclusively ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 408: Child Labor 2016	3-3 Management approach	People Labor Rights Human Rights Statement
	408-1 Operations and suppliers at significant risk for incidents of child labor	People Labor Rights Responsible Sourcing Sourcing Ethically and Inclusively

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 409: Forced or Compulsory Labor 2016	3-3 Management approach	People Labor Rights Human Rights Statement
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	People Labor Rights Responsible Sourcing Sourcing Ethically and Inclusively

GRI Standard	Disclosure	Location/Response
GRI 413: Local Communities 2016	3-3 Management approach	Building Local Communities ESG Performance Data Table
	413-1 Operations with local community engagement, impact assessments, and development programs	People Safety Building Local Communities ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 414: Supplier Social Assessment 2016	3-3 Management approach	Responsible Sourcing Sourcing Ethically and Inclusively ESG Performance Data Table
	414-1 New suppliers that were screened using social criteria	Responsible Sourcing Sourcing Ethically and Inclusively ESG Performance Data Table

GLOBAL REPORTING INITIATIVE

GRI Standard	Disclosure	Location/Response
GRI 416: Customer Health and Safety 2016	3-3 Management approach	People Safety Empowering Healthy Consumers Food Safety Health and Wellness Environmental Compliance Food Safety Compliance and Audit
	416-1 Assessment of the health and safety impacts of product and service categories	Empowering Healthy Consumers Food Safety Health and Wellness Food Safety Compliance and Audit ESG Performance Data Table
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	Food Safety Compliance and Audit ESG Performance Data Table

GRI Standard	Disclosure	Location/Response
GRI 418: Customer Privacy 2016	3-3 Management approach	Cybersecurity and Data Privacy



Task Force on Climate-Related Financial Disclosures

Aramark is committed to transparently disclosing our climate-related risks and opportunities, aligned to the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. Our fourth annual TCFD disclosure outlines how our organization addresses the TCFD framework elements: Governance, Strategy, Risk Management, and Metrics and Targets. Since 2016, Aramark has voluntarily responded to CDP and our responses have been publicly available since 2020.

2024 Progress and Highlights

Building on prior work, Aramark assessed climate-related risk and opportunity exposure across our organization in 2024. This included an external advisor-facilitated stakeholder engagement exercise focused on risks to our supply chain and certain lines of business. In sum, we continued to evaluate climate-related physical and transition risks and opportunities, integrate this into our existing enterprise risk management processes, and refine our risk quantification tools.

Aramark received SBTi validation of near-term and long-term science-based targets in 2023, raising the ambition level of our climate commitments. We transitioned to Persefoni, a leading carbon accounting software platform, to complete our annual carbon accounting and improve our transparency and reporting against our science-based targets. In 2024, we expanded our carbon accounting to include Aramark’s global operations.

Please see table on the following page for references to further description of the risks and opportunities identified in analyses to date.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Core Element	Recommended Disclosure	Reference
Governance: Disclose the organization's governance around climate-related risks and opportunities	a. Describe the board's oversight of climate-related risks and opportunities	<ul style="list-style-type: none"> 2024 CDP Response: Question 4.1.1, 4.1.2 2024 Be Well. Do Well. Progress Report: Governance Aramark Fiscal Year 2024 Form 10-K: Part 1, Item 1
	b. Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> 2024 CDP Response: Question 4.3, 4.3.1 2024 Be Well. Do Well. Progress Report: Governance
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	<ul style="list-style-type: none"> 2024 CDP Response: Question 2.1, 3.1, 3.1.1, 3.6, 3.6.1 2024 Be Well. Do Well. Progress Report: Climate Strategy Aramark Fiscal Year 2024 Form 10-K: Part 1, Item 1A
	b. Describe the impact of the climate-related risks and opportunities on the organization's business, strategy, and financial planning	<ul style="list-style-type: none"> 2024 CDP Response: Question 3.1.1, 3.6.1, 5.1, 5.1.1, 5.1.2, 5.2, 5.3.1, 5.3.2 2024 Be Well. Do Well. Progress Report: Sourcing Sustainably, Climate Strategy, Minimizing Food Waste, Embedding Circularity, Operating Efficiently, Governance
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario	<ul style="list-style-type: none"> 2024 CDP Response: Question 5.1, 5.1.1, 5.1.2
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks	a. Describe the organization's processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"> 2024 CDP Response: Question 2.1, 2.2.1, 2.2.2, 2.4 2024 Be Well. Do Well. Progress Report: Climate Strategy, Governance
	b. Describe the organization's processes for managing climate-related risks	<ul style="list-style-type: none"> 2024 CDP Response: Question 2.1, 2.2.1, 2.2.2, 2.4, 7.55, 7.55.1, 7.55.2 2024 Be Well. Do Well. Progress Report: Climate Strategy, Governance
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<ul style="list-style-type: none"> 2024 CDP Response: Question 2.1, 2.2.1, 2.2.2, 2.4 2024 Be Well. Do Well. Progress Report: Climate Strategy, Governance Aramark Fiscal Year 2024 Form 10-K: Part 1, Item 1A
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities with its strategy and risk management process	<ul style="list-style-type: none"> 2024 CDP Response: Question 7.52, 7.54, 7.54.1, 7.54.2 2024 Be Well. Do Well. Progress Report: Planet, Climate Strategy, Governance, ESG Performance Data Table
	b. Disclose scope 1, scope 2, and if appropriate scope 3 greenhouse gas (GHG) emissions and the related risks	<ul style="list-style-type: none"> 2024 CDP Response: Question 7.6, 7.7, 7.8, 7.8.1 2024 Be Well. Do Well. Progress Report: Climate Strategy, ESG Performance Data Table
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none"> 2024 CDP Response: Question 7.53, 7.53.1, 7.53.2, 7.54, 7.54.1, 7.54.2 2024 Be Well. Do Well. Progress Report: About Be Well. Do Well., Sourcing Responsibly, Sourcing Ethically and Inclusively, Sourcing Sustainably, Planet, Climate Strategy, Minimizing Food Waste, Embedding Circularity, ESG Performance Data Table



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