

# First half Fiscal 2023 results

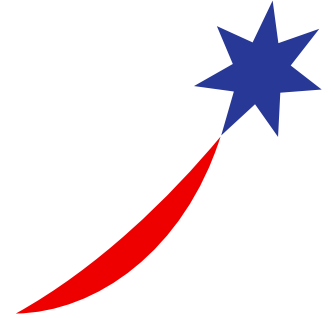
April 5, 2023





# Agenda

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1.  
**First half Fiscal 2023 highlights**

2.  
**Financial Performance**

3.  
**Review of Operations**

On-site Services  
Benefits & Rewards Services

4.  
**Plan to spin-off and list BRS**

5.  
**Outlook**

6.  
**Q&A**

7.  
**Appendices**

Figures have been prepared  
in thousands of euro and published  
in millions of euro

Please refer to Appendix 10  
for Alternative Performance  
Measures definitions

# 1. First half Fiscal 2023 highlights



# First half Fiscal 2023 at a glance

1.

## Organic Revenue Growth

## Underlying Operating Profit Margin

	Organic Revenue Growth	Underlying Operating Profit Margin	
		vs. H1 FY22	
		constant rates	current rates
Group	+13.4%	+50 bps	+60 bps
On-site Services	+12.9%	+20 bps	+20 bps
Benefits & Rewards Services	+24.2%	+510 bps	+530 bps

# Positive net new wins in H1

## Wins

Entegra contract  
**Accor**



Benefits & Rewards contract  
**Škoda Auto**



Healthcare contract  
**Lehigh Valley Health Network**



## Retention

Education contract  
**Mississippi University for Women**



Corporate contract  
**BASF**



Benefits & Rewards contract  
**Junaeb**



## Extensions/Expansions

Corporate contract  
**Unilever**

25 countries



Seniors contract  
**Korian**

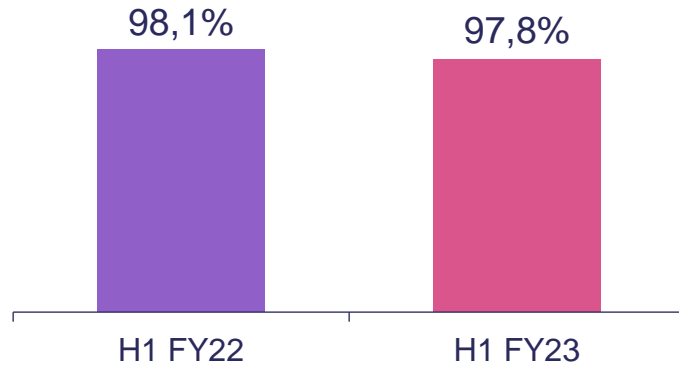


Corporate contract  
**TriRx Pharmaceutical Services**

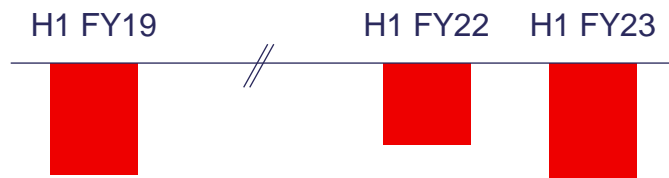


# On-site Services Growth indicators

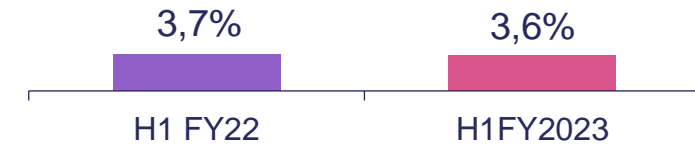
## H1 Client Retention in line with past performance



### Historical Losses in €m



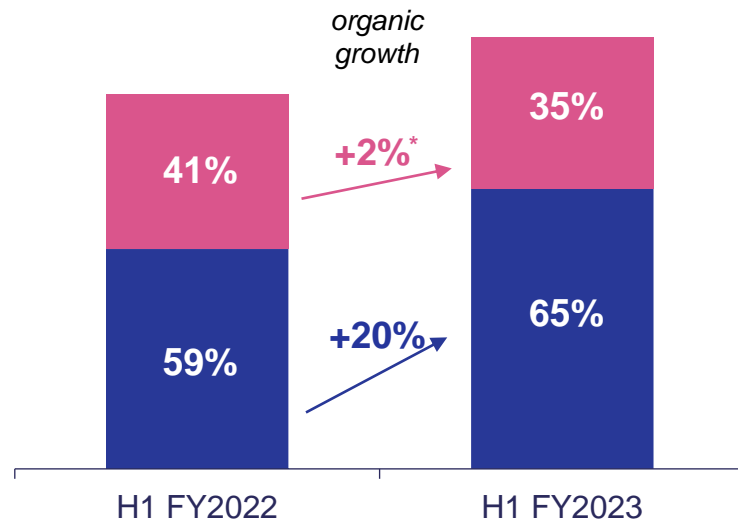
## Record H1 Business development above €0.8Bn incl. cross-selling



### New development in €m

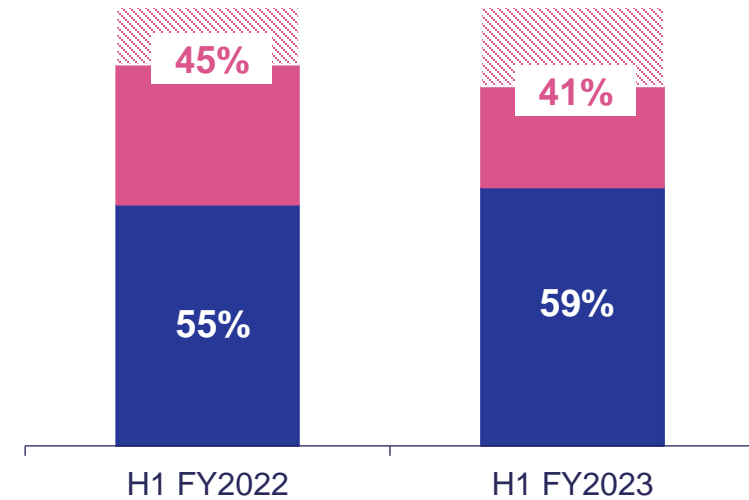


### Revenues: +20% growth in Food services in H1 FY2023



(\*) +6% organic growth excluding Testing Centers in the UK

### New development: increasing share of Food services in H1 FY2023



Food services

Integrated solutions including food services Facilities management



## 2. Financial performance





# P&L Performance

In million €	H1 FY2023	H1 FY2022	Change	
			At current exchange rates	Excluding currency effect
Revenues	<b>12,085</b>	10,262	+17.8%	+12.0%
Underlying Operating profit	<b>704</b>	538	+30.9%	+22.4%
Underlying Operating profit margin	<b>5.8%</b>	5.2%	+60 bps	+50 bps
Other Operating income and expenses	<b>(42)</b>	(1)		
Operating profit	<b>662</b>	537	+23.3%	+16.7%
Net financial expense	<b>(48)</b>	(53)		
Tax charge	<b>(166)</b>	(136)		
Effective tax rate	<b>27.1%</b>	28.3%		
<b>Group net profit</b>	<b>440</b>	<b>337</b>	<b>+30.6%</b>	<b>+23.3%</b>
<b>Underlying net profit</b>	<b>475</b>	<b>339</b>	<b>+40.1%</b>	<b>+44.8%</b>

Please refer to Appendix 10 for Alternative Performance Measures definition

# Other income and expenses

In million €	H1 FY2023	H1 FY2022
Net scope change impact	1	(1)
Restructuring and rationalization costs	(10)	(3)
Amortization of purchased intangible assets	(22)	(20)
Other	(11)	23
<b>Other operating income and expenses</b>	<b>(42)</b>	<b>(1)</b>

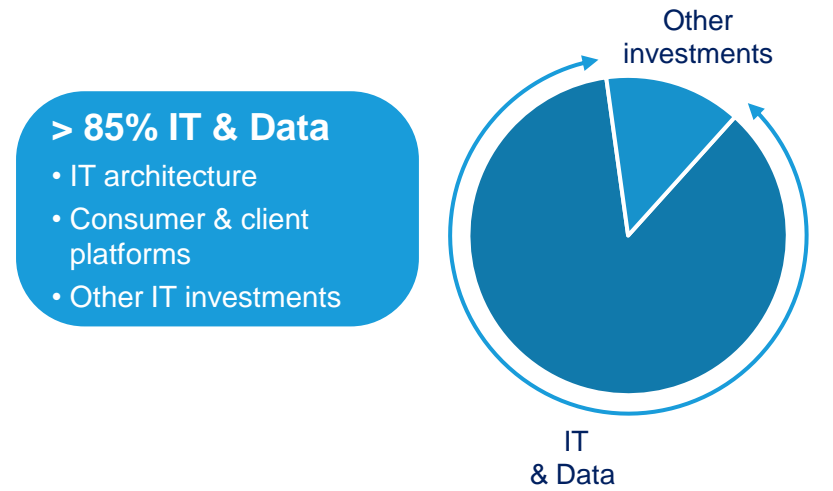
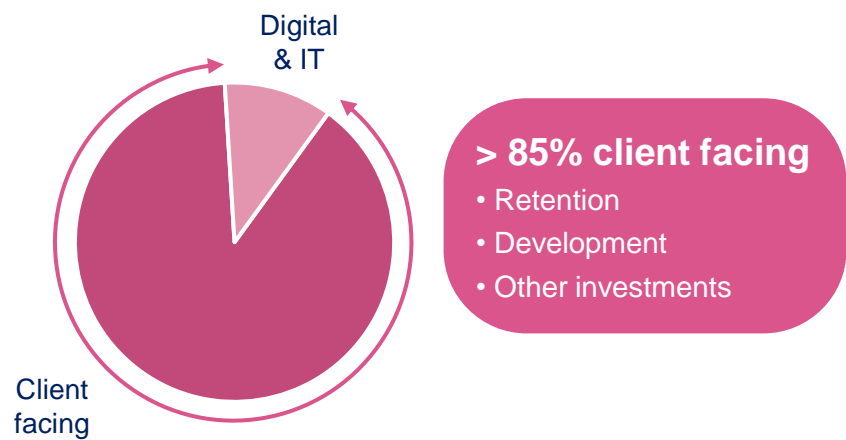
# Free cash flow

In million €	H1 FY2023	H1 FY2022
<b>Operating cash flow</b>	<b>808</b>	<b>674</b>
Change in working capital <sup>(1)</sup>	(517)	(481)
IFRS 16 Leases outflow	(103)	(109)
Net capital expenditure	(234)	(159)
<b>Free cash flow</b>	<b>(46)</b>	<b>(75)</b>
Net acquisitions	(7)	(26)
Share buy-backs/Treasury stock	(57)	(13)
Dividends paid to parent company shareholders	(352)	(294)
Other changes (including change in Financial Assets, scope and exchange rates)	(139)	(156)
<b>(Increase)/decrease in net debt</b>	<b>(601)</b>	<b>(564)</b>

(1) Excluding change in financial assets related to the Benefits & Rewards Services activity €7m in H1 Fiscal 2023 vs. €67m in H1 Fiscal 2022.  
Total change in working capital as reported in consolidated accounts: in H1 Fiscal 2023: €-510m = €-517m + €7m and in H1 Fiscal 2022: €-414m = €-481m + €67m



# Rising Gross Capex: OSS focusing on clients and BRS increasing in IT/Data



# Robust balance sheet

In million €	February 28, 2023	February 28, 2022		February 28, 2023	February 28, 2022
Non-current assets	10,416	10,063	Shareholders' equity	4,096	3,615
Current assets excluding cash	6,312	5,980	Non-controlling interests	4	10
Restricted cash Benefits & Rewards	843	782	Non-current liabilities	6,637	7,129
Financial assets Benefits & Rewards	375	221	Current liabilities	9,834	8,899
Cash	2,625	2,607			
<b>TOTAL ASSETS</b>	<b>20,571</b>	<b>19,653</b>	<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>20,571</b>	<b>19,653</b>
			Gross borrowings	5,699	5,647
			Net debt	1,868	2,042
			Gearing ratio	46%	56%
			Net debt ratio (Net debt/EBITDA)	1.3x	1.8x

Operating cash totaled **€3,831m<sup>(1)</sup>**,  
of which **€2,871m** related to  
Benefits & Rewards Services

(1) Cash – Bank overdrafts of €12m + Financial assets related to BRS activity

# 3. Review of Operations





# H1 FY2023 Organic growth



Please refer to Appendix 10 for Alternative Performance Measures definition

# 3. Review of Operations

## On-site Services

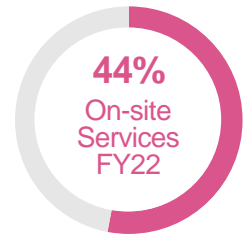


- Pricing impact was above 5% as expected in H1 FY2023
- Signs of food inflation slowing down in North America and Brazil but not yet in Europe
- Teams remain totally focused on:
  - passing on inflation to clients
  - active operational mitigation to manage the gap between cost inflation and pricing

**Given continued high inflation, price increases will be higher than initially expected at above 5% in H2**

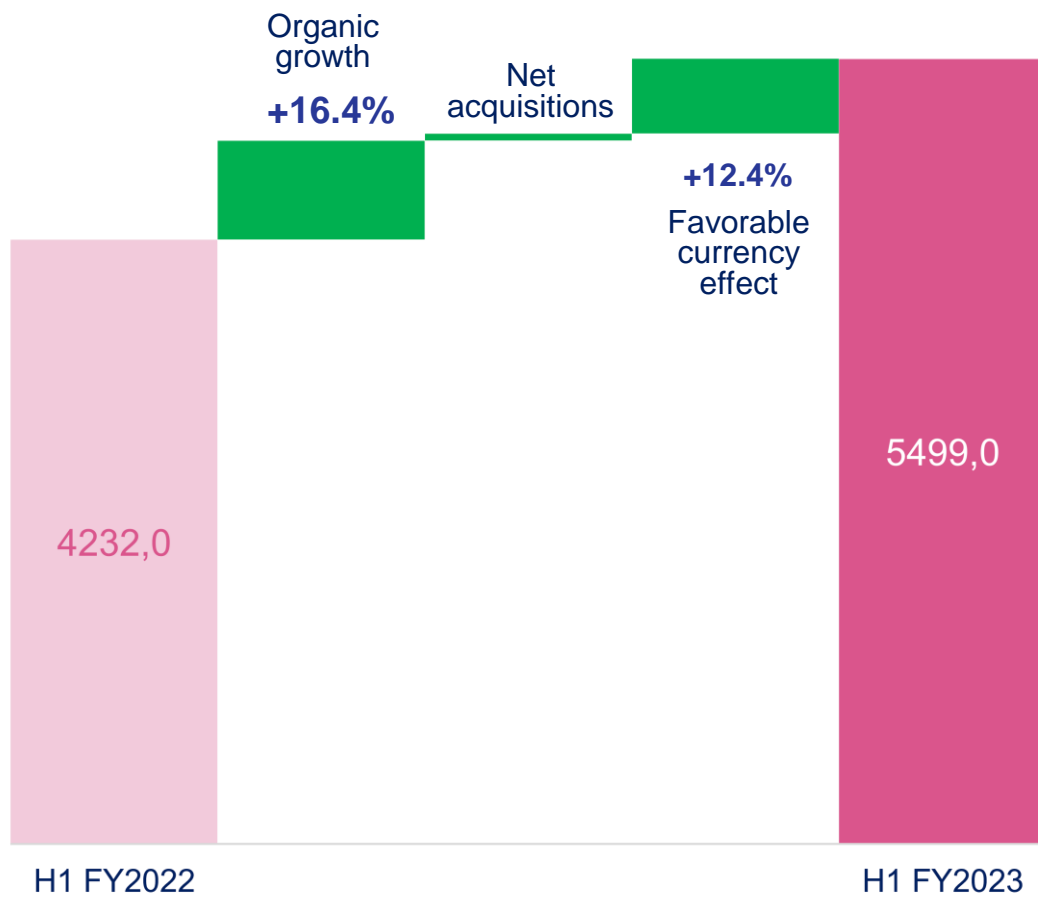


# On-site Services North America – H1 Revenues



3.

(in million euros)



## Business & Administrations

Organic Growth  
**+31.3%**

- Strong volume increases in Corporate Services and Sodexo Live! fueled by continued return to the work-place, convention centers and air-line lounges
- E&R and Government & Agencies are up
- Positive contribution of convenience solutions and Entegra

## Healthcare & Seniors

**+9.4%**

- Price increases and cross-selling
- Strong double-digit recovery in retail volumes
- Some increase in attendance in Seniors

## Education

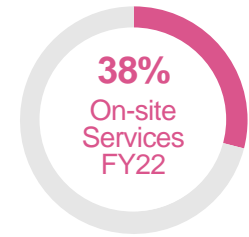
**+10.7%**

- Higher pricing compensating reduction in government waiver eligibility and last effects of CPS contract loss
- Increase in the number of board plans and on-Campus event catering in Universities

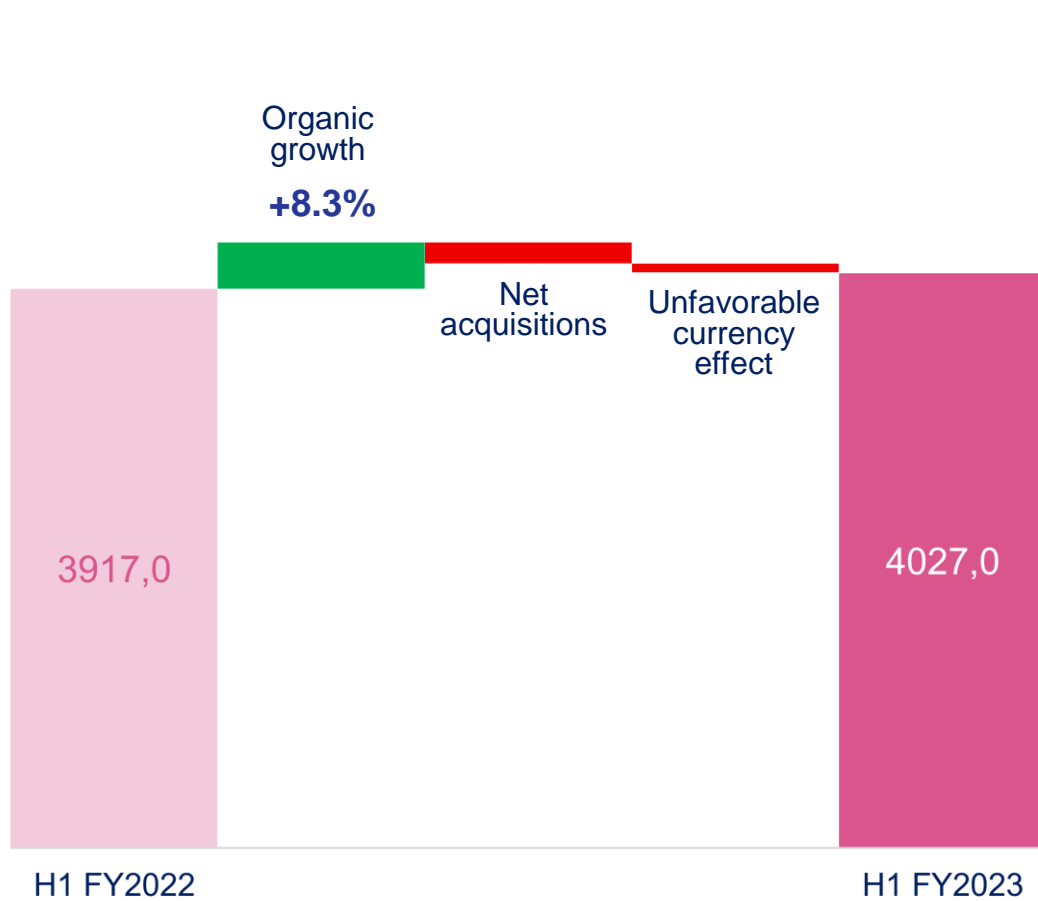
Please refer to Appendix 10 for Alternative Performance Measures definition

# On-site Services Europe – H1 Revenues

(in million euros)



3.



Organic Growth

## Business & Administrations

**+16.7%**

- Return to the office continued
- Very strong demand for sporting and corporate events
- Partially offset by contract losses in Energy & Resources and Government & Agencies

## Healthcare & Seniors

**-8.3%**

- +8.6% organic growth excluding impact of the closure of Covid Testing Centers in the UK
- New openings and recovery in retail sales
- Solid occupancy in Seniors

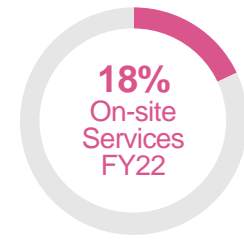
## Education

**+5.3%**

- Some post-Covid volume growth
- Modest price increases, particularly in France

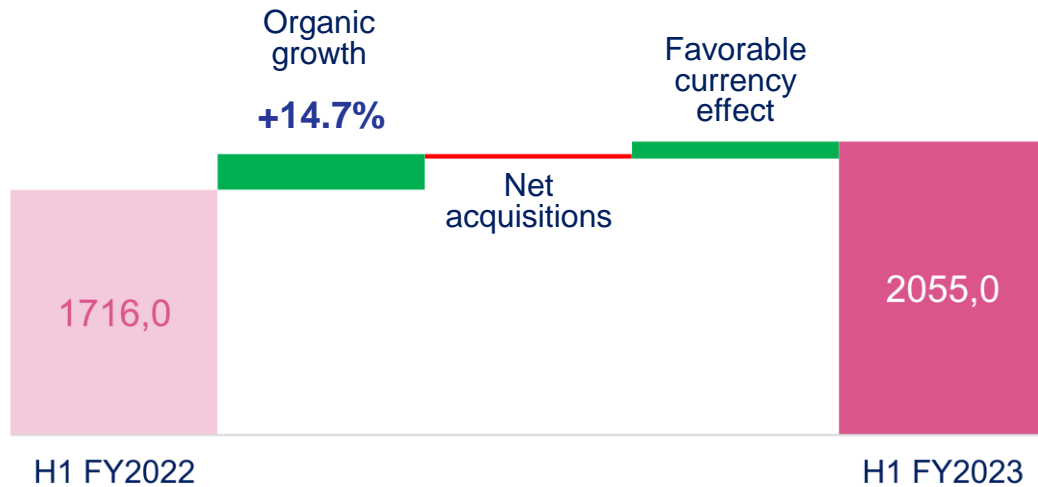
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# On-site Services Rest of the World – H1 Revenues



3.

(in million euros)



Organic Growth

## Business & Administrations

+14.9%

- Strong volume increase in both Corporate Services and E&R
- Negotiated price increases
- Australia still impacted by last year's losses and China by Covid-related site closures

## Healthcare & Seniors

+8.6%

- Strong growth and net development performance particularly in India

## Education

+30.7%

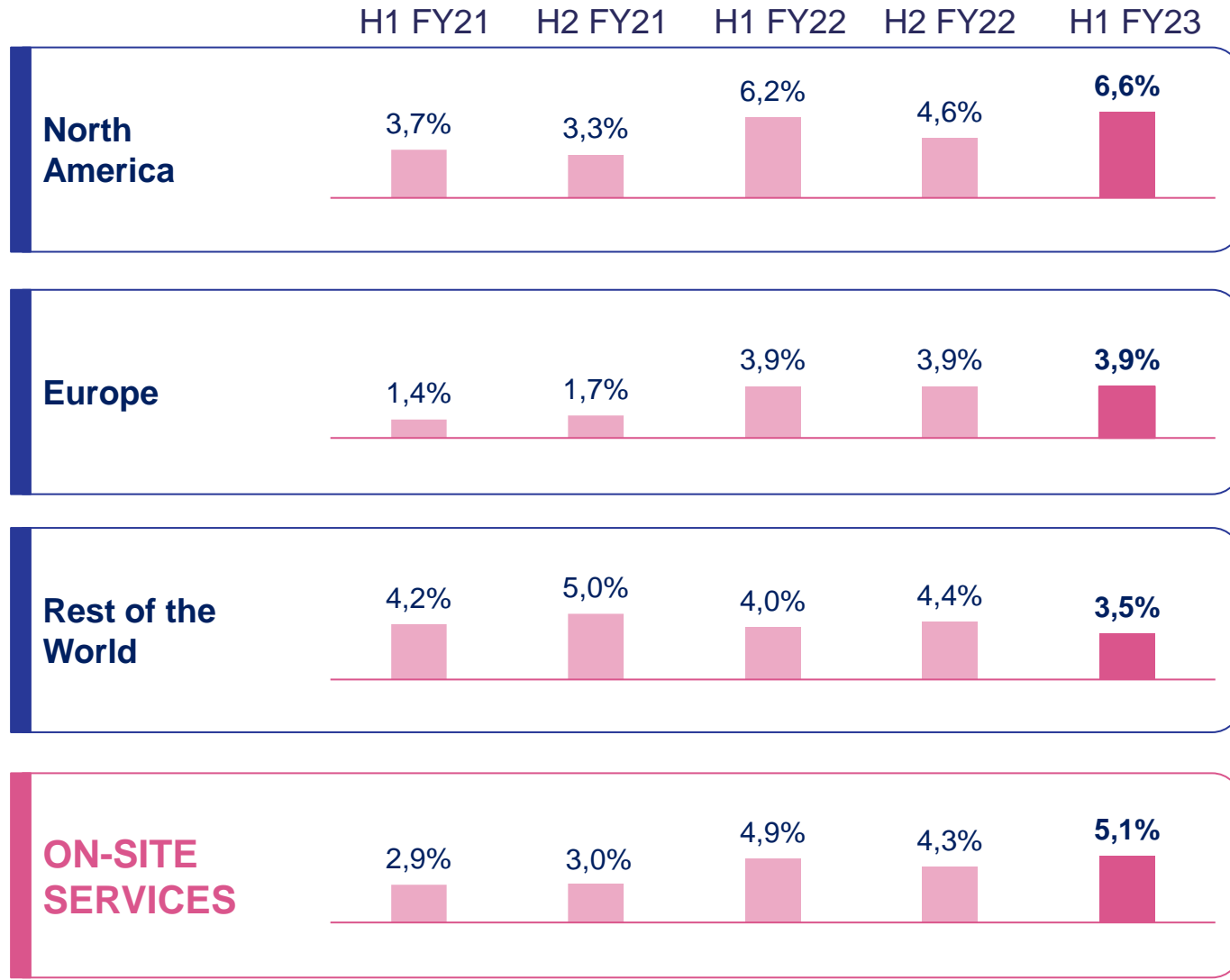
- Full ramping up of school and university attendance in India post-Covid
- Very modest growth in China

Please refer to Appendix 10 for Alternative Performance Measures definition



# On-site Services

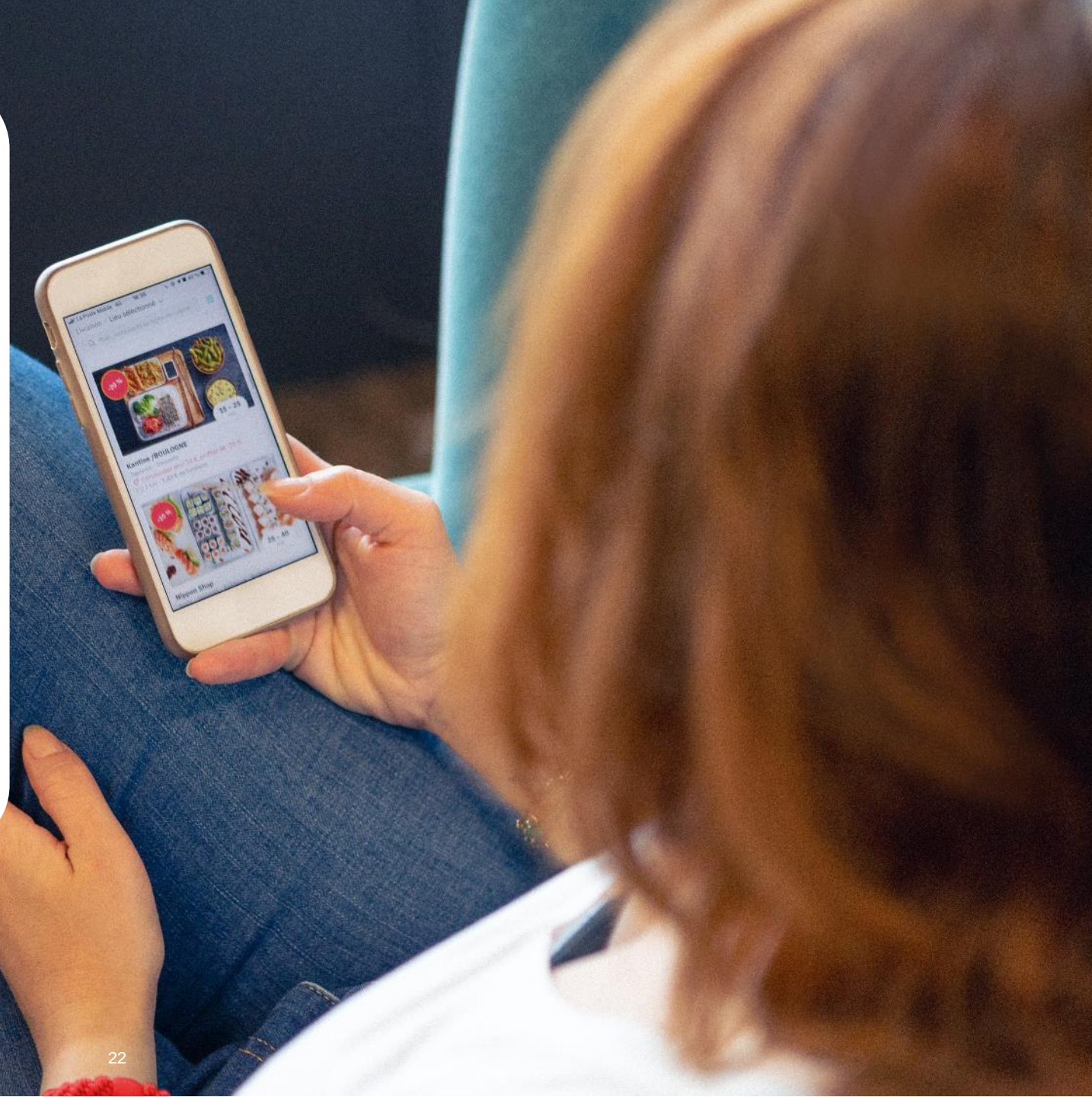
## Underlying Operating Margin by Zone



- Pricing and mitigation covering cost inflation
- Leverage coming from post-Covid volume recovery, especially in Noram and in Europe
- Temporary decline in Rest of the World due to delays in price increases, some significant mobilization costs and Covid-related measures in China

# 3. Review of Operations

## Benefits & Rewards Services

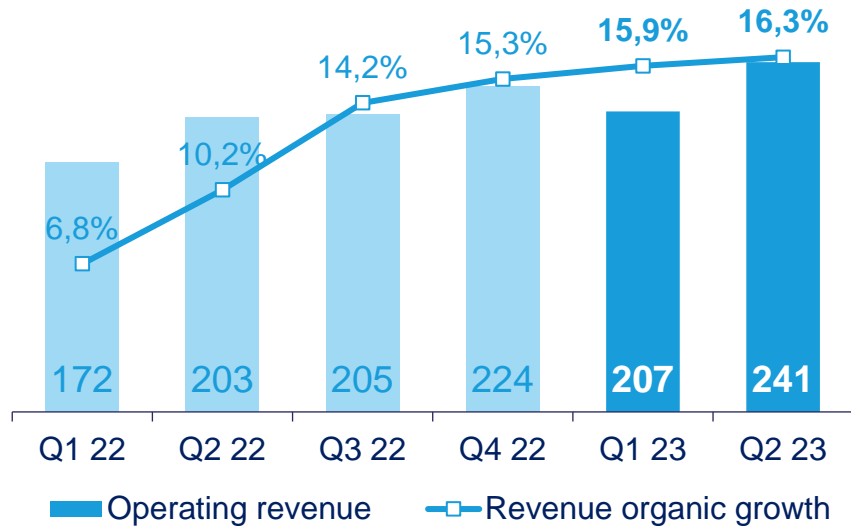


# Benefits & Rewards Services

## Quarterly operating and financial revenue

(in million euros)

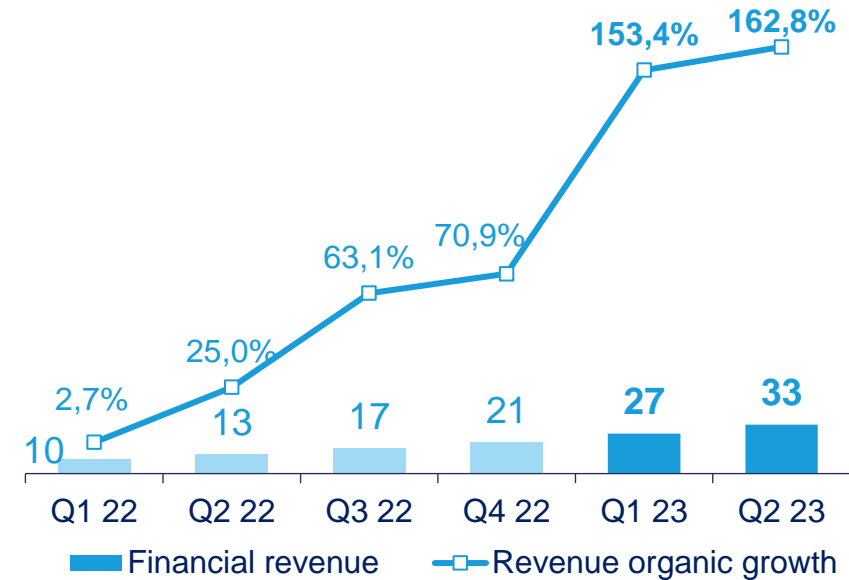
### Operating revenue by quarter



- Acceleration of the operating revenue growth over Q1 and Q2 23 coming from strong Portfolio growth\*, positive Net New Development as well as face value increase

(\*) Increase in the number of beneficiaries for an existing client

### Financial revenue by quarter

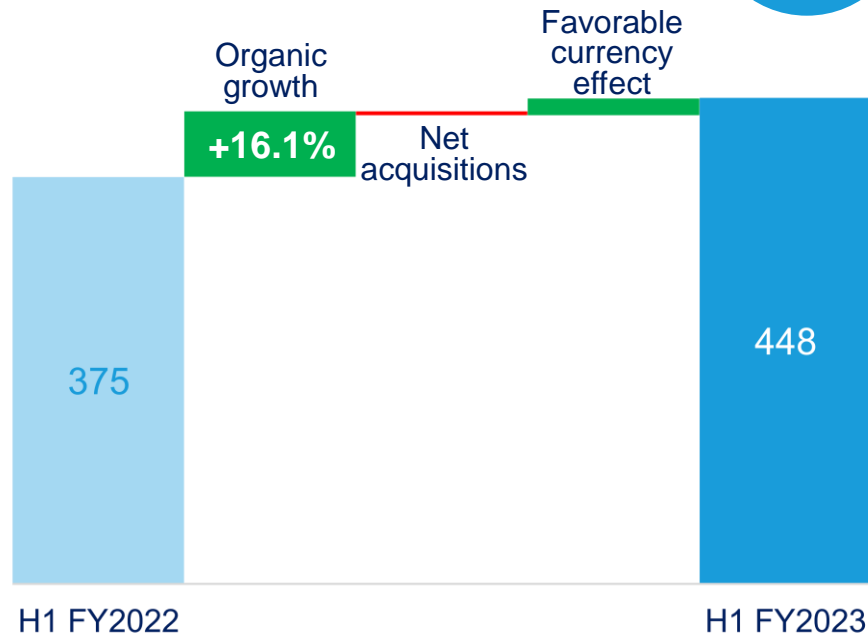
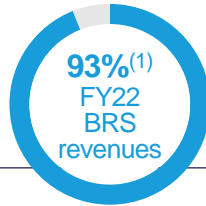


- Sharp increase in interest rates over the last 18 months, firstly in Latin America, then in Europe and over the last 2 quarters, in the Euro zone
- Financial revenues representing nearly 12% of total revenues in H1 FY2023

# Benefits & Rewards Services H1 revenues by Nature

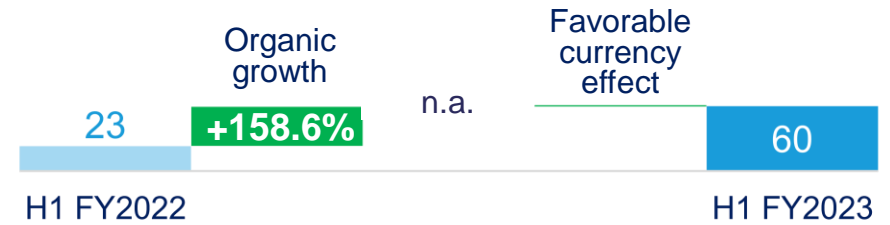
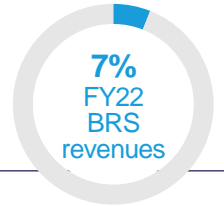
(in million euros)

## Operating revenues



- Continued acceleration in operating revenue organic growth across all regions, quarter after quarter

## Financial revenues



- Very strong growth trajectory in financial revenues
- Substantial interest rate increases from mid-2022 in Latin America and in Europe, including the Euro zone from beginning of 2023

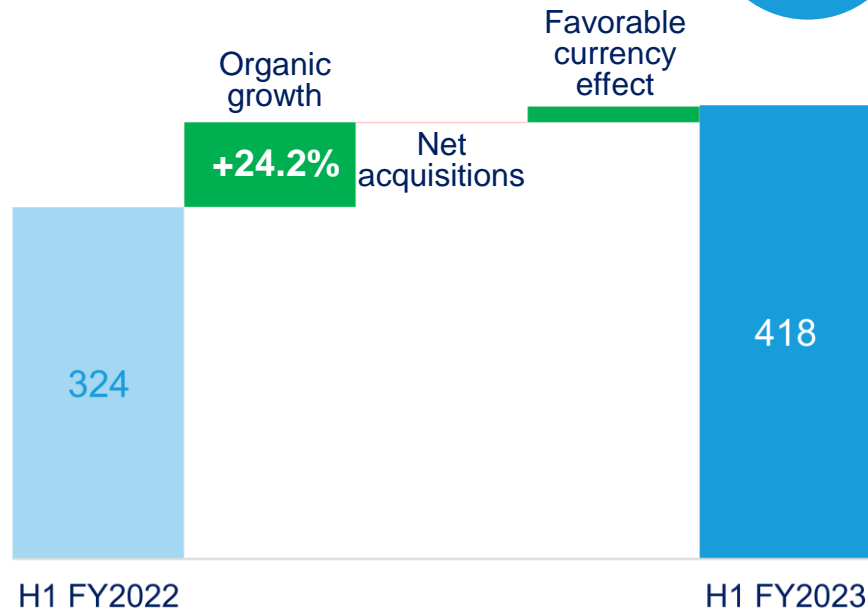
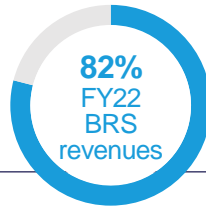
Please refer to Appendix 10 for Alternative Performance Measures definition



# Benefits & Rewards Services H1 revenues by Service

(in million euros)

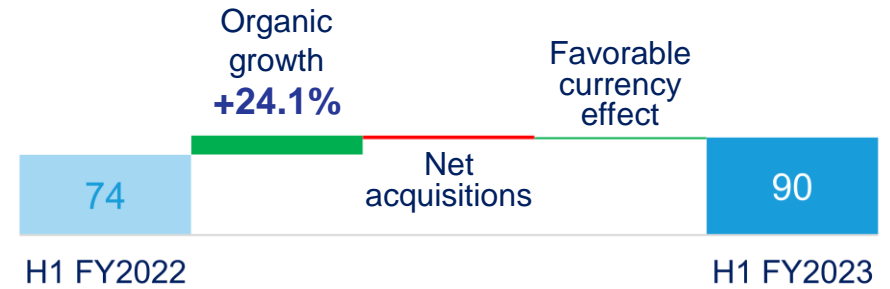
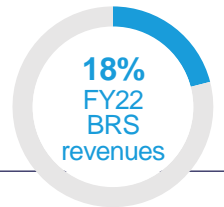
## Employee Benefits



### Issue volume €8.3bn, +12.6% Organic growth

- Strong growth momentum supported by face value increase, portfolio growth as well as positive net development
- Acceleration in financial revenues growth

## Services Diversification



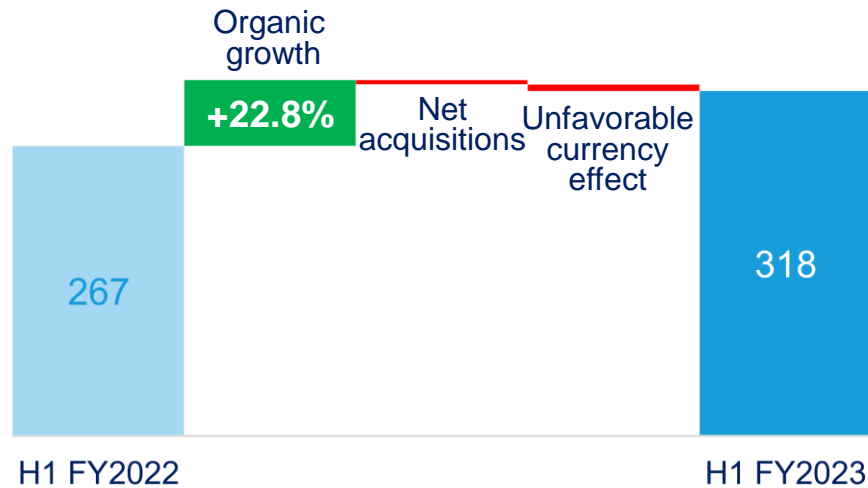
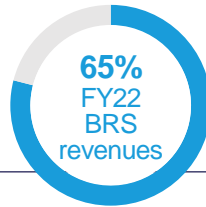
- Solid growth in services diversification due to the combination of strong fuel and mobility cards activity and two major public benefits contracts in Austria and Romania

Please refer to Appendix 10 for Alternative Performance Measures definition

# Benefits & Rewards Services H1 revenues by Region

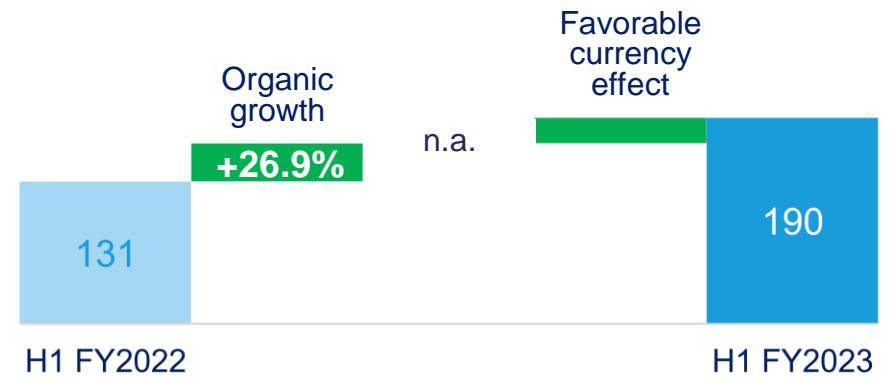
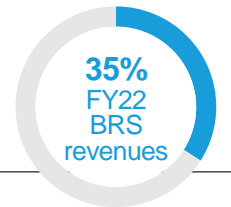
(in million euros)

## Europe, Asia, USA



- Growth across all major markets due to higher SME penetration, strong face value increases and generally strong demand in all markets
- Higher interest rates in most countries

## Latin America



- Double digit growth in almost all countries supported by face value increases, strong portfolio growth and volume growth in fuel & fleet
- Significant favorable currency impact mainly in Brazil and Mexico

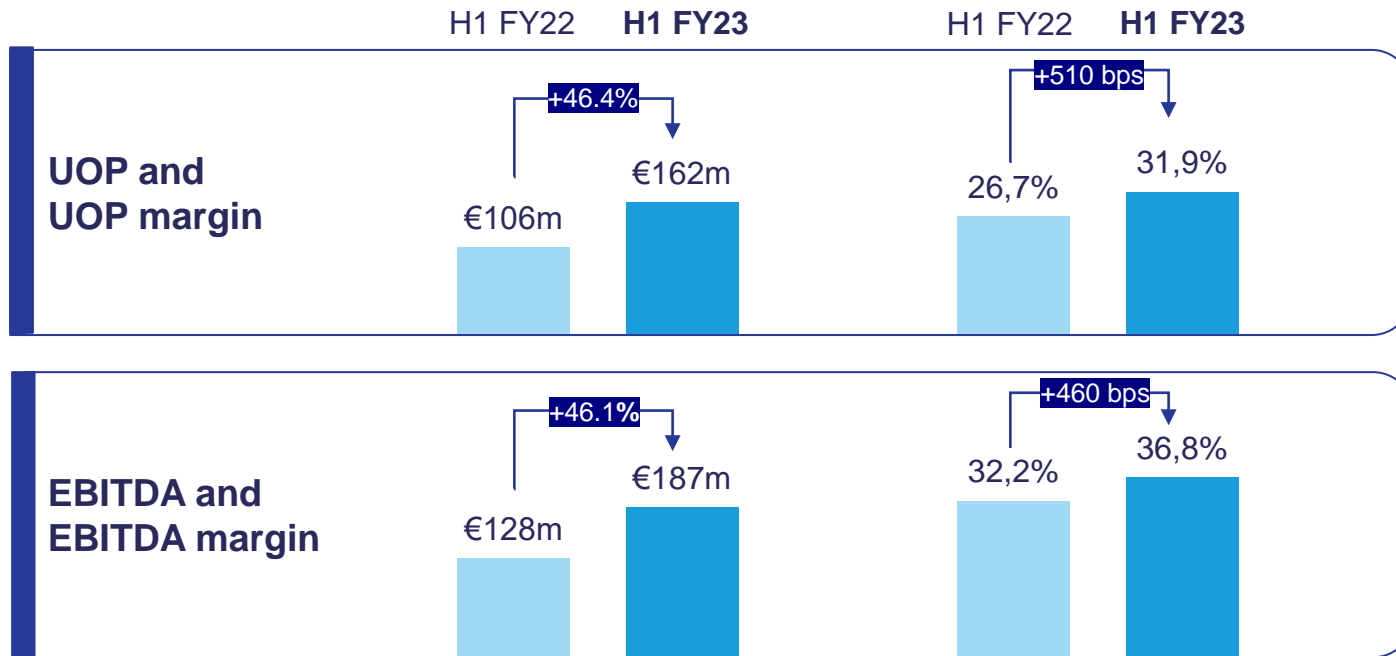
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# Benefits & Rewards Services

## Underlying Operating Profit and Underlying EBITDA

3.

(variation vs. H1 22 at constant rates)



Solid increase in UOP and EBITDA margin due to:

- Strong operating leverage despite sustained investments in IT, data and digital
  - Significant increase in interest rates boosting financial revenues and margins
- Increase in margins excluding financial revenues

## 4. Plan to spin-off and list BRS

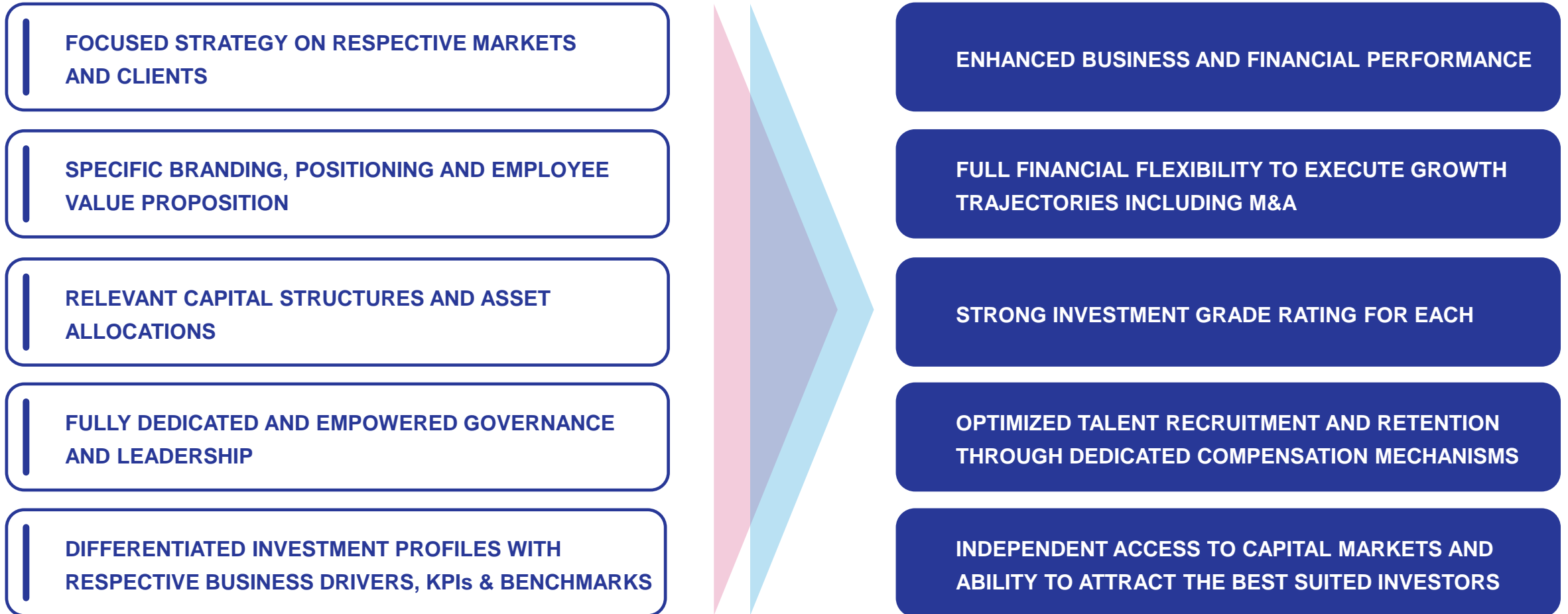




# Plan to spin-off and list BRS

## Compelling strategic and financial rationale for the creation of two pure players...

4.



# Plan to spin-off and list BRS

## ... with distinct business models and leading positions in growth markets

FY '22 figures	ON-SITE SERVICES ('OSS')	BENEFITS & REWARDS SERVICES ('BRS')
<b>Business Overview</b>	Large, complementary range of food and FM services including innovative new solutions to meet fast changing consumer behaviors and expectations supported by tech and data	Differentiated and scalable tech-enabled platform ecosystem to deliver a wide range of employee benefits and engagement services
<b>Addressable Market</b>	€620bn, growing at c.5% p.a. Food and FM services market	€1tr, growing at c.10% p.a. Overall Employee Benefits market in issue volume
<b>Positioning</b>	#2 global player      #2 in North America      #1 Food services player in RoW zone	#1 in 17 of our 31 markets      #2 worldwide in employee benefits & engagement      #1 worldwide in public benefits
<b>FY22 Financials</b>	€20.3bn revenues 4.6% UOP margin*	€19bn+ issue volumes, €865m revenues 28.6% UOP margin*
<b>Employees</b>	417,000 employees	5,000 employees
<b>Strategy</b>	Refocus on food services and more selectivity in facilities management to accelerate profitable revenue growth and maintain cash flow generation	Accelerate profitable growth by executing an ambitious 2025 strategic roadmap based on accelerating in the core meal and food market, boosting multi-benefit & engagement platform and diversifying into adjacencies

\* Before corporate expenses

# Plan to spin-off and list BRS

## Transaction context

4.

- ▶ **Unanimous approval of the project by the Sodexo Board of Directors**
- ▶ **Bellon SA intends to continue playing a long-term controlling shareholder role in both businesses**
- ▶ **Contemplated transaction expected to take place during 2024**
- ▶ **Subject to a completion of a number of customary steps, including consultation of the employee representative bodies, and market conditions**
- ▶ **Not expected to generate any material adverse effects and will result in one-off costs customary for a transaction of this nature and size**

# 5. Outlook





# Fiscal 2023 guidance upgraded

## FY23 Group guidance:

Organic revenue growth now expected to be close to **+11%** driven by:

- Higher than expected growth in H1
- Price increases to remain above 5% in H2

Underlying operating profit margin confirmed to be close to **5.5%** at constant rate

### Group

Group organic growth guidance upgraded and UOP margin guidance confirmed

#### Organic Growth

**Close to +11%**  
vs +8 to 10%



#### UOP Margin

**Close to 5.5%**  
(at constant rates)



### Benefits & Rewards Services

BRS organic growth and UOP margin guidance upgraded

#### Organic Growth

**Close to +20%**  
vs +12 to 15%



#### UOP Margin

**Close to 32%**  
(at constant rates)  
vs around 30%



# Mid-term guidance reiterated

## Group

Organic Growth

**6% to 8%**  
for FY2024 & FY2025

UOP Margin

**Above 6%**  
in FY2025 at constant rates

## Benefits & Rewards Services

Organic Growth

**Low double-digit growth**  
for FY2024 & FY2025

UOP Margin

**Well above 30%**  
in FY2025 at constant rates

## 6. Q&A





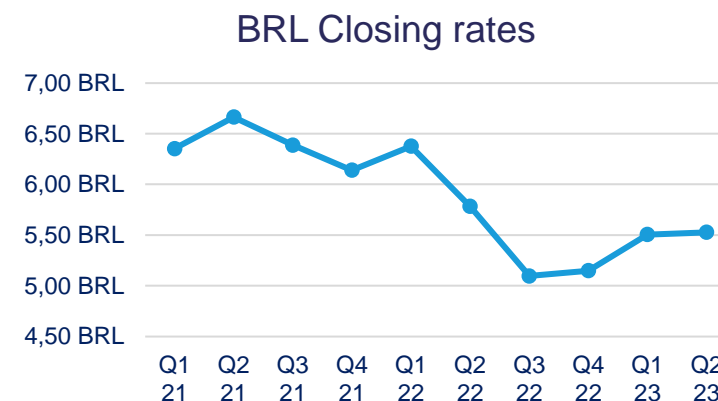
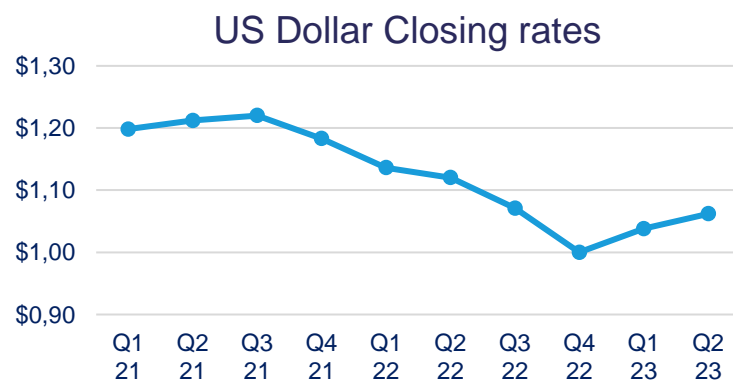
# 7. Appendices





# H1 Fiscal 2023 exchange rates

1€ =	Average Rate H1 FY2023	Average Rate H1 FY2022	Average Rate H1 FY2023 vs. H1 FY2022	Closing Rate H1 FY2023 at 28/02/2023	Closing Rate FY2022 at 31/08/2022	Closing Rate 28/02/23 vs. 31/08/22
U.S. Dollar	1.031	1.143	<b>+10.9%</b>	1.062	1.000	<b>-5.8%</b>
Pound Sterling	0.874	0.846	<b>-3.2%</b>	0.877	0.860	<b>-1.9%</b>
Brazilian Real	5.417	6.258	<b>+15.5%</b>	5.528	5.148	<b>-6.9%</b>



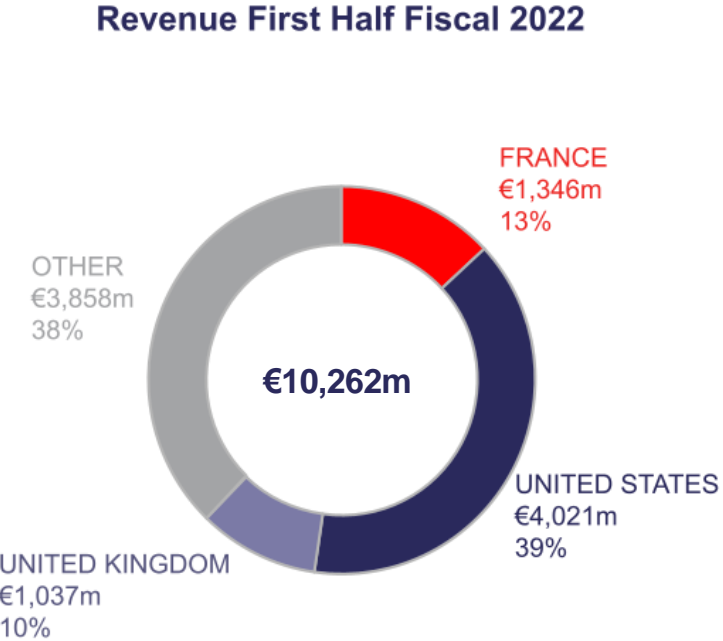
# H1 Fiscal 2023 Revenue breakdown

REVENUES BY SEGMENT <i>(in million euros)</i>	H1 FY2023	H1 FY2022	Organic Growth	External Growth	Currency Effect	Total Growth
North America	<b>5,499</b>	4,232	+16.4%	+1.2%	+12.4%	+29.9%
Europe	<b>4,027</b>	3,917	+8.3%	-3.8%	-1.6%	+2.8%
Rest of the World	<b>2,055</b>	1,716	+14.7%	-2.0%	+7.1%	+19.8%
<b>On-site Services</b>	<b>11,581</b>	<b>9,865</b>	<b>+12.9%</b>	<b>-1.3%</b>	<b>+5.8%</b>	<b>+17.4%</b>
<b>Benefits &amp; Rewards Services</b>	<b>508</b>	<b>398</b>	<b>+24.2%</b>	<b>-1.0%</b>	<b>+4.3%</b>	<b>+27.5%</b>
Elimination	<b>(4)</b>	(1)				
<b>TOTAL GROUP</b>	<b>12,085</b>	<b>10,262</b>	<b>+13.4%</b>	<b>-1.3%</b>	<b>+5.7%</b>	<b>+17.8%</b>

## Q2 Fiscal 2023 Revenue breakdown

REVENUES BY SEGMENT <i>(in million euros)</i>	Q2 FY2023	Q2 FY2022	Organic Growth	External Growth	Currency Effect	Total Growth
North America	<b>2,506</b>	2,026	+17.1%	+1.3%	+5.3%	+23.7%
Europe	<b>1,980</b>	1,895	+10.8%	-4.1%	-2.2%	+4.5%
Rest of the World	<b>998</b>	862	+14.2%	-2.2%	+3.8%	+15.8%
<b>On-site Services</b>	<b>5,484</b>	<b>4,783</b>	<b>+14.1%</b>	<b>-1.5%</b>	<b>+2.0%</b>	<b>+14.7%</b>
<b>Benefits &amp; Rewards Services</b>	<b>273</b>	<b>216</b>	<b>+24.9%</b>	<b>-0.5%</b>	<b>+2.5%</b>	<b>+26.9%</b>
Elimination	<b>(2)</b>	(1)				
<b>TOTAL GROUP</b>	<b>5,755</b>	<b>4,998</b>	<b>+14.5%</b>	<b>-1.4%</b>	<b>+2.0%</b>	<b>+15.2%</b>

# First half Fiscal 2023 Revenue breakdown by significant countries





# Explanation Net capex to sales versus gross capex to sales

	February 28, 2023 Net Capex/Sales	Client investment impact	Disposal of assets	February 28, 2023 Gross* Capex/Sales
Revenue	12,085	+65		12,150
Underlying EBITDA	837	+65		902
Underlying Operating Profit	704			704
Net profit Group Share	440			440
Capital expenditure in cash flow	(234)	(65)	(18)	(317)
<b>Capex as a % of revenue</b>	<b>1.9%</b>			<b>2.6%</b>

\* In this pro-forma Client investment amortization has been added back to Revenue and accounted for as CAPEX amortization to align with the current accounting treatment of our peers. CAPEX in cash flow has also been adjusted to reflect gross CAPEX including Client investment cash out flows and cancellation of disposals of assets.

# New segment reporting following evolution of the On-site Services organization

From the beginning of Fiscal 2023, Sodexo is reporting the breakdown of its On-site Services revenues and Underlying operating profit by geographic Zone rather than by global client segment. The three geographic Zones are North America, Europe and Rest of the World (including Asia-Pacific, Middle East, Africa, Latin America including Brazil), with a secondary level of information by global client segment, Business & Administrations, Healthcare & Seniors and Education.

Please find below the new revenue breakdown for Fiscal 2022:

REVENUES (in million euros)	Q1FY22	Q2FY22	Q3FY22	Q4FY22	FY22	% of OSS FY22 Revenues
<b>North America</b>	<b>2,205</b>	<b>2,026</b>	<b>2,366</b>	<b>2,231</b>	<b>8,828</b>	<b>44%</b>
Business & Administrations	643	620	794	925	2,983	
Healthcare & Seniors	693	730	783	840	3,047	
Education	869	676	788	465	2,798	
<b>Europe</b>	<b>2,023</b>	<b>1,895</b>	<b>1,993</b>	<b>1,863</b>	<b>7,774</b>	<b>38%</b>
Business & Administrations	1,208	1,146	1,251	1,293	4,898	
Healthcare & Seniors	578	537	545	446	2,106	
Education	237	212	197	124	769	
<b>Rest of the World</b>	<b>854</b>	<b>862</b>	<b>943</b>	<b>1,002</b>	<b>3,661</b>	<b>18%</b>
Business & Administrations	766	776	841	902	3,285	
Healthcare & Seniors	67	70	83	85	305	
Education	20	16	19	15	70	
<b>TOTAL ON-SITE SERVICES</b>	<b>5,082</b>	<b>4,783</b>	<b>5,302</b>	<b>5,096</b>	<b>20,263</b>	<b>100%</b>

# New segment reporting following evolution of the On-site Services organization

Please find below the new Underlying operating profit breakdown for Fiscal 2022:

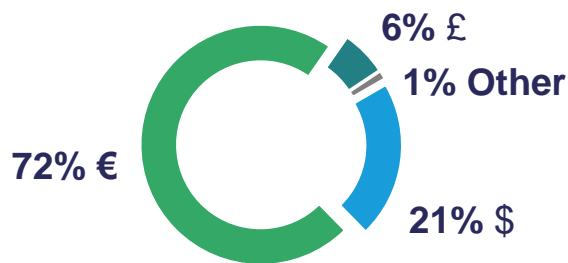
## On-site Services Fiscal 2022 Underlying operating profit and margin by zone (new breakdown)

<b>FISCAL 2022</b> (in million euros)	<b>Revenues</b>	<b>Underlying Operating Profit *</b>	<b>Underlying Operating Profit margin (%)</b>
North America	8,828	471	5.3%
Europe	7,774	300	3.9%
Rest of the World	3,661	156	4.3%
<b>TOTAL ON-SITE SERVICES</b>	<b>20,263</b>	<b>926</b>	<b>4.6%</b>

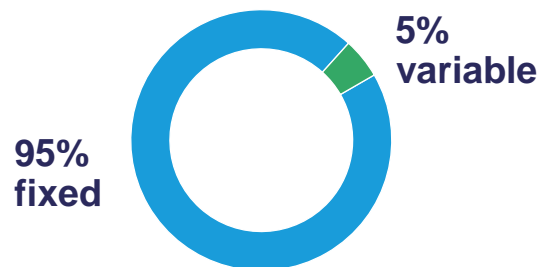
\* *Excluding HQ costs*

# Breakdown of Gross Financial debt: €5,659m (1)

## By currency

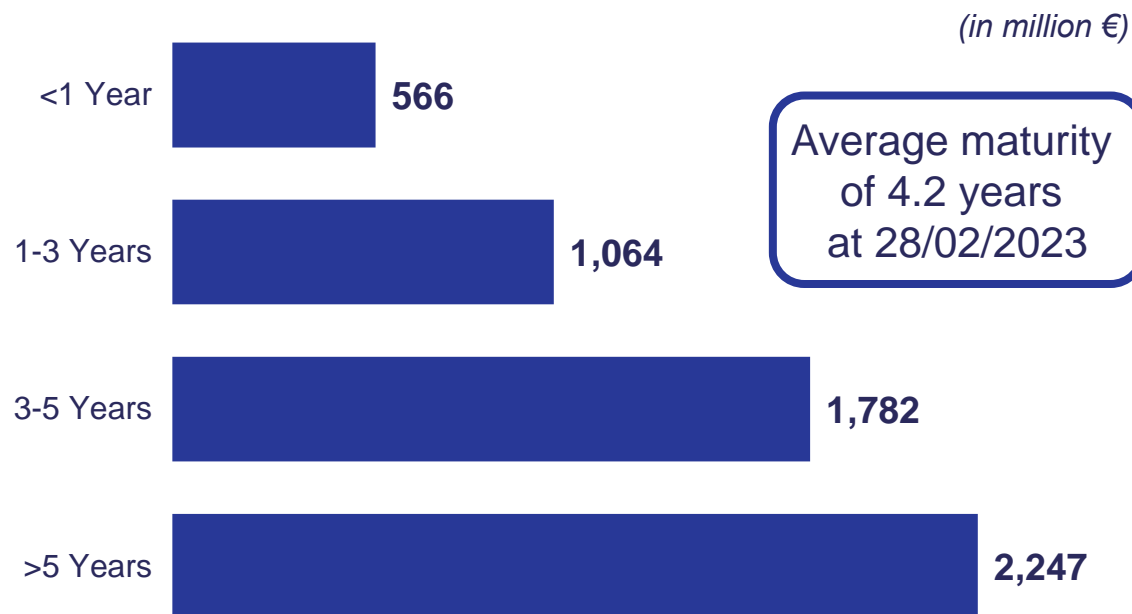


## Interest rate



Blended cost of debt 1.7% at 28/02/2023

## By Maturity



Strong Investment Grade S&P “BBB+/A-2” / Moody’s “Baa1”

(1) Excluding derivatives



# Modelling details for FY2023

(At constant rates)

Scope change effect  
on Fiscal 2023  
revenues

**-1%**

Other income  
and expenses

**~ €-100m<sup>(1)</sup>**

Net financial  
expenses

**€90m**

Tax rate

**~ 28%**

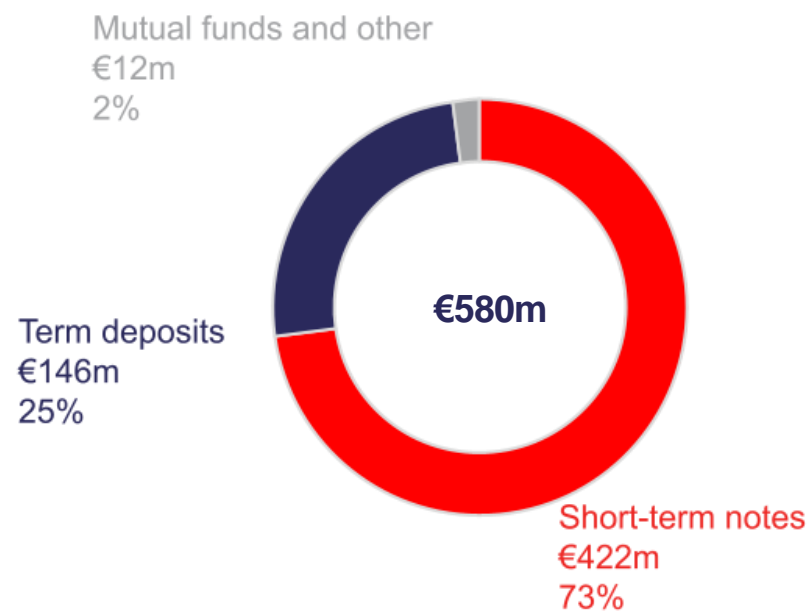
(1) Other income and expenses for Fiscal 2023 revised to around €-100m vs. €-75m initially, impacted by increased restructuring and M&A costs. This amount excludes any one-off costs linked to the potential BRS spin-off transaction.

# Number of shares

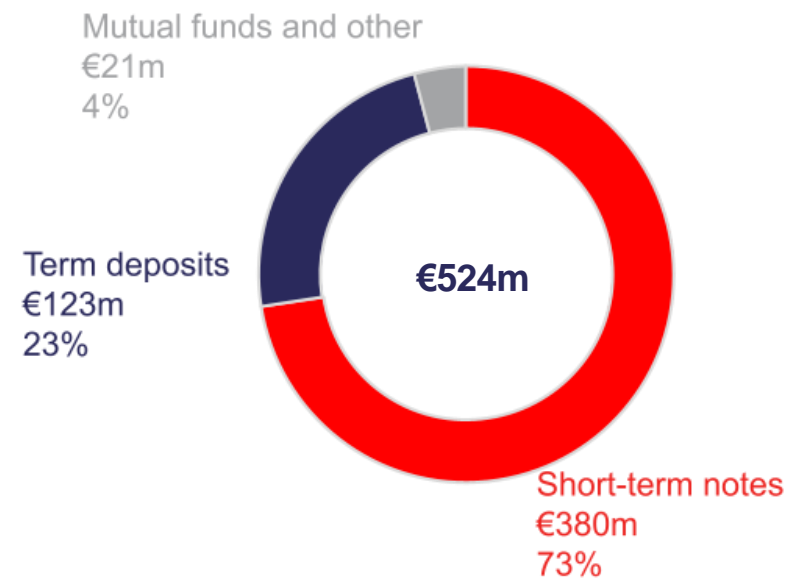
	FEBRUARY 28, 2023	AUGUST 31, 2022	FEBRUARY 28, 2022
Company's share capital			
Company's share capital, number of shares	<b>147,454,887</b>	147,454,887	147,454,887
Treasury shares	<b>1,473,046</b>	841,102	1,249,534
Number of shares for EPS calculation (Basic weighted average number of shares)	<b>146,147,666</b>	146,295,576	146,292,627

# Marketable securities comprised

As of February 28, 2023



As of August 31, 2022



# Growth indicator definitions

## On-site Services

### Client Retention

Client retention rate is the percentage of prior fiscal year revenue retained in this current fiscal year. It is derived by considering prior fiscal year value for all contracts for which termination has either been given by Sodexo or received by the client, or those that have expired without renewal.

This is then expressed as a percentage of total prior fiscal year revenue.

The semester retention rate reflects the annualized revenues from contracts lost during the first half. Second half losses will continue to reduce mechanically the retention rate month after month.

### Business development

The business development rate is the annualized estimated revenue for new contracts signed during the fiscal year, divided by prior year revenue.

The semester development rate reflects the annualized revenue from contracts won during the 1<sup>st</sup> half. 2<sup>nd</sup> half wins will contribute to increasing the development rate month after month.



# Alternative Performance Measure - Definitions

## Organic growth

Organic growth corresponds to the increase in revenue for a given period (the "current period") compared to the revenue reported for the same period of the prior fiscal year, calculated using the exchange rate for the prior fiscal year; and excluding the impact of business acquisitions and divestments, as follows:

- for businesses acquired (or gain of control) during the current period, revenue generated since the acquisition date is excluded from the organic growth calculation;
- for businesses acquired (or gain of control) during the prior fiscal year, revenue generated during the current period up until the first anniversary date of the acquisition is excluded;
- for businesses divested (or loss of control) during the prior fiscal year, revenue generated in the comparative period of the prior fiscal year until the divestment date is excluded;
- for businesses divested (or loss of control) during the current fiscal year, revenue generated in the period commencing 12 months before the divestment date up to the end of the comparative period of the prior fiscal year is excluded.

## Issue volume

Issue volume corresponds to the total face value of service vouchers, cards and digitally-delivered services issued by the Group (Benefits and Rewards Services activity) for beneficiaries on behalf of clients.

## Reimbursement volume

Reimbursement volume corresponds to the total face value of service vouchers, cards and digitally delivered services (Benefits and Rewards Services activity) reimbursed to the Merchants.

## Underlying Operating margin

The Underlying Operating Profit margin corresponds to Underlying Operating profit divided by revenues.

## Underlying Operating margin at constant rate

The Underlying Operating profit margin at constant rate corresponds to Underlying Operating profit divided by revenues, calculated by converting FY2023 figures at FY2022 rates, except for countries with hyperinflationary economies.

# Alternative Performance Measure - Definitions

## Blended cost of debt

The blended cost of debt is calculated at period end and is the weighted blended of financing rates on borrowings (including derivative financial instruments) and cash pooling balances at period end.

## Free cash flow

Please refer to Cashflow position.

## Growth excluding currency effect

Change excluding currency effect calculated converting FY 2023 figures at FY 2022 rates, except when significant for countries with hyperinflationary economies.

## Net debt

Net debt is defined as Group borrowing at the balance sheet date, less operating cash.

## Underlying Net Profit

Underlying Net profit presents a net income excluding significant unusual and/or infrequent elements. Therefore, it corresponds to the Net Income Group share excluding Other Income and Expense and significant non-recurring elements in both Net Financial Expense and Income tax Expense.

## Underlying Net profit per share

Underlying Net profit per share presents the Underlying net profit divided by the average number of shares.

# APM - Financial ratios definitions & reconciliation

		H1 Fiscal 2023	H1 Fiscal 2022
Gearing ratio	$\frac{\text{Gross borrowings}^{(1)} - \text{operating cash}^{(2)}}{\text{Shareholders' equity and non-controlling interests}}$	<b>46%</b>	56%
Net debt ratio	$\frac{\text{Gross borrowings}^{(1)} - \text{operating cash}^{(2)}}{\text{Rolling 12-month Underlying EBITDA}^{(3)}}$	<b>1.3</b>	1.8
(1) Borrowings	Non-current borrowings	<b>5,132</b>	5,601
	+ Current borrowings excluding overdrafts	<b>569</b>	55
	- Derivative financial instruments recognized as assets	<b>(2)</b>	(9)
		<b>5,699</b>	<b>5,647</b>
(2) Operating cash	Cash and cash equivalents	<b>2,625</b>	2,607
	+ restricted cash and financial assets related to the Benefits & Rewards Services activity	<b>1,218</b>	1,003
	- Bank overdrafts	<b>(12)</b>	(5)
		<b>3,831</b>	<b>3,605</b>
(3) Rolling 12 month Underlying EBITDA	Underlying operating profit	<b>1,226</b>	851
	+ Depreciation and amortization	<b>479</b>	514
	- Lease payments	<b>(216)</b>	(244)
		<b>1,489</b>	<b>1,121</b>

# Financial calendar



*These dates are purely indicative and are subject to change without notice.  
Regular updates are available in the calendar on our website [www.sodexo.com](http://www.sodexo.com)*



# Sodexo key figures

As of August 31, 2022



**€21.2bn** revenues



**422,000** employees



**100** million consumers served daily



**53** countries



**€13.3bn** market capitalization  
*(as of April 4, 2023)*

- Founded in 1966 by Pierre Bellon
- As at 31/08/2022, Bellon S.A. holds 42.8% of capital (57.5% of voting rights)
- **Our purpose is to create a better everyday for everyone to build a better life for all**



Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA  
Top-rated in its industry sector

**Sustainability Award**  
Gold Class 2022  
**S&P Global**

FTSE4Good

**WDI**  
2022 RESPONDER

**CDP**  
SUPPLIER ENGAGEMENT LEADER 2022

**WE SUPPORT**

2021 NBIC  
**BEST OF THE BEST**  
CORPORATIONS FOR INCLUSION

**DiversityInc**  
2022 **TOP 50**  
COMPANIES FOR DIVERSITY  
HALL OF FAME

**EWOB**  
European Women on Boards

**CAC 40 ESG**  
**CAC SBT 1.5°**

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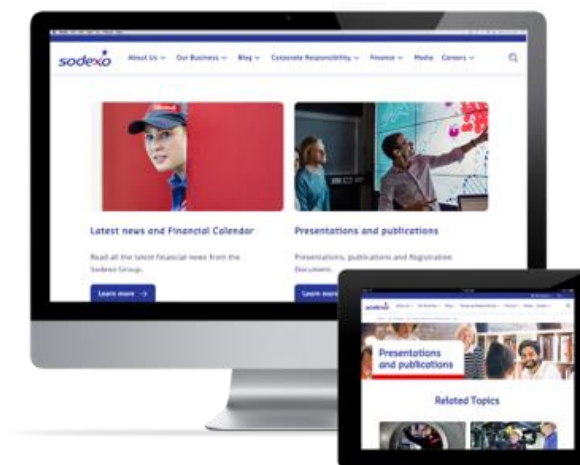
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