



# INVESTOR PRESENTATION

JANUARY 2024

# Safe Harbor Statement

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Statements in this presentation regarding the business of The Chefs' Warehouse, Inc. (the "Company") that are not historical facts are "forward-looking statements" that involve risks and uncertainties and are based on current expectations and management estimates; actual results may differ materially. The risks and uncertainties which could impact these statements include, but are not limited to; the Company's sensitivity to general economic conditions, including disposable income levels and changes in consumer discretionary spending; the Company's ability to expand its operations in its existing markets and to penetrate new markets through acquisitions; the Company may not achieve the benefits expected from its acquisitions, which could adversely impact its business and operating results; the Company may have difficulty managing and facilitating its future growth; conditions beyond its control could materially affect the cost and/or availability of the Company's specialty food products or center-of-the-plate products and/or interrupt its distribution network; the Company increased distribution of center-of-the-plate products, like meat, poultry and seafood, involves increased exposure to price volatility experienced by those products; the Company's business is a low-margin business and its profit margins may be sensitive to inflationary and deflationary pressures; because the Company's foodservice distribution operations are concentrated in certain culinary markets, it is susceptible to economic and other developments, including adverse weather conditions, in these areas; fuel cost volatility may have a material adverse effect on the Company's business, financial condition or results of operations; the Company's ability to raise capital in the future may be limited; the Company may be unable to obtain debt or other financing, including financing necessary to execute on our acquisition strategy, on favorable terms or at all; interest charged on the Company's outstanding debt may be adversely affected by changes in the method of determining the Secured Overnight Financing Rate ("SOFR"); the Company's business operations and future development could be significantly disrupted if it loses key members of its management team; and significant public health epidemics or pandemics, including the COVID-19 pandemic, may adversely affect the Company's business, results of operations and financial condition. Any forward-looking statements are made pursuant to the Private Securities Litigation Reform Act of 1995 and, as such, speak only as of the date made. A more detailed description of these and other risk factors is contained in the Company's most recent annual report on Form 10-K filed with the Securities and Exchange Commission ("SEC") in February 2023 and other reports filed by the Company with the SEC since that date. The Company is not undertaking to update any information in the foregoing report until the effective date of its future reports required by applicable laws. Any projections of future results of operations are based on a number of assumptions, many of which are outside the Company's control and should not be construed in any manner as a guarantee that such results will in fact occur. These projections are subject to change and could differ materially from final reported results. The Company may from time-to-time update these publicly announced projections, but it is not obligated to do so.

This presentation also contains the non-GAAP financial measures "EBITDA", "Adjusted EBITDA", "Adjusted Operating Expenses" and "Free Cash Flow" on an historical basis. Management believes that EBITDA, Adjusted EBITDA, Adjusted Operating Expenses and Free Cash Flow are each a measure commonly reported by issuers and widely used by investors as indicators of a company's operating performance. These non-GAAP financial measures, while providing useful information, should not be considered in isolation or as a substitute for the Company's net earnings as an indicator of operating performance. Investors should carefully consider the specific items included in the computations of EBITDA, Adjusted EBITDA, Adjusted Operating Expenses and Free Cash Flow. Adjusted EBITDA, Adjusted Operating Expenses and Free Cash Flow do not have any standardized meanings prescribed by GAAP and, therefore, are unlikely to be comparable to similar measures presented by other companies. Please refer to the reconciliation of non-GAAP measures beginning on page 24 of this presentation.

## Senior Management Presenters



**Christopher Pappas**

*Founder, President, Chief Executive Officer & Chairman*



**Jim Leddy**

*Chief Financial Officer*





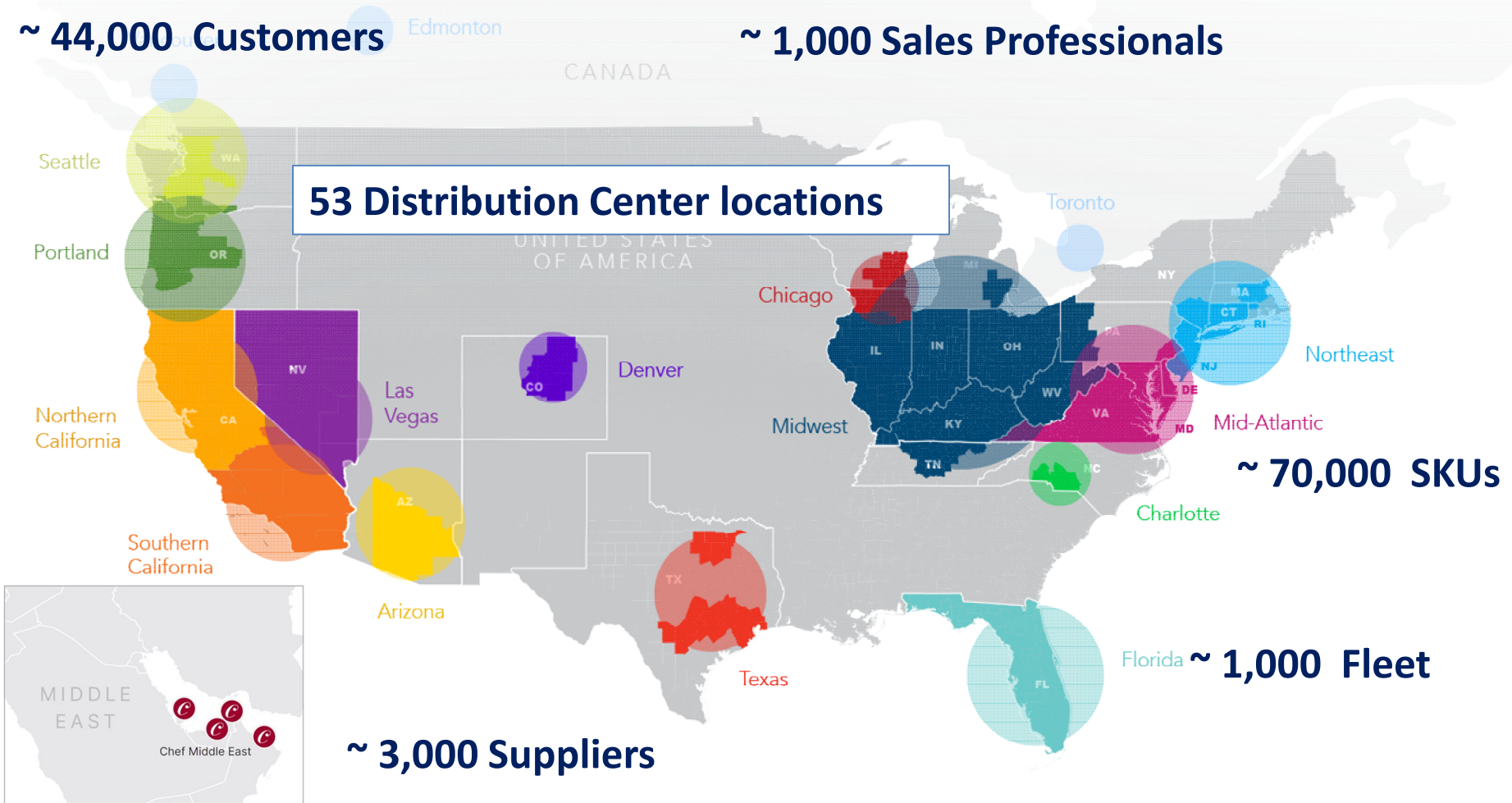
# COMPANY OVERVIEW



~ 44,000 Customers

~ 1,000 Sales Professionals

**53 Distribution Center locations**



~ 70,000 SKUs

Florida ~ 1,000 Fleet

~ 3,000 Suppliers

**\*2023 guidance**

Revenue \$3,350 - \$3,425 adj. EBITDA \$188 - \$196 \$ millions

# Industry Snapshot

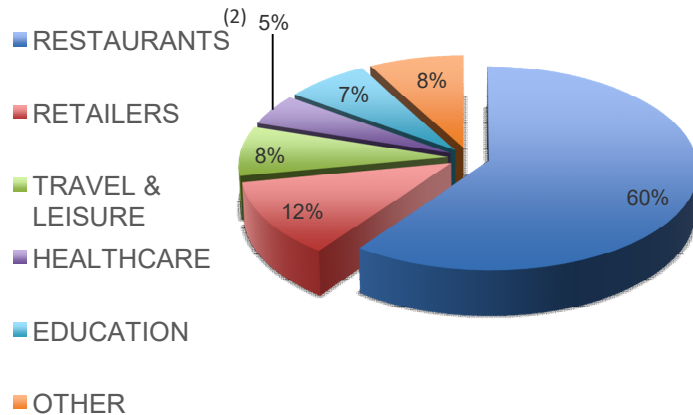
**\$354 billion U.S. foodservice distribution industry with more than 15,000 distribution companies**

**Chefs' is focused on independent restaurants**

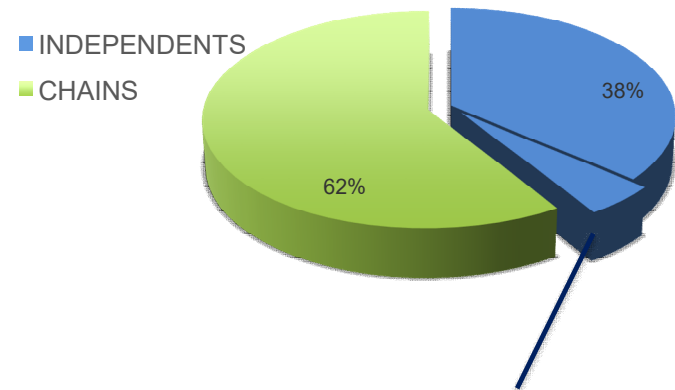
**LTM Q3 2023 Net Sales of \$3.27 billion represents ~11% of the Company's targeted market**

**Specialty food distribution is highly fragmented with CHEF representing the leading national competitor**

**MARKET BY CUSTOMER SEGMENT (1)**  
**\$354 BILLION**



**RESTAURANT SEGMENT BREAKDOWN (3)**




**Focus on top 35% of independent restaurants ~\$29 billion**

(1) Source: Technomic and Jefferies Data as of 6/15/23

(2) Includes Bars & Taverns

(3) Jefferies Estimates as of 6/15/23

# Unique Competitive Position In The Distribution Industry

	Average Broadline Distributors		Average Specialty Distributors
Breadth and Depth of Specialty Products		✓	
Broadline Selection	✓	✓	
Geographic Diversity	✓	✓	
Chef Focused		✓	✓
Relationship Oriented		✓	✓
Differentiated		✓	✓
High Growth		✓	

# Premier Customer Relationships

## One stop shop for chefs

Approximately 44,000 unique customer locations

Product expertise across Categories

**Specialty Protein Produce**

High-touch, Flexible Service Model

**Relationships with well-known chefs and leading culinary schools built on service and collaboration**



## REPRESENTATIVE CUSTOMERS



JEAN-GEORGES





# Customer-Centric Sales Organization

## High-quality sales force is a key differentiator

A significant number have culinary experience

Extensive education and training

Retention rate higher than the national average\*

## Relationship-focused sales force adds value

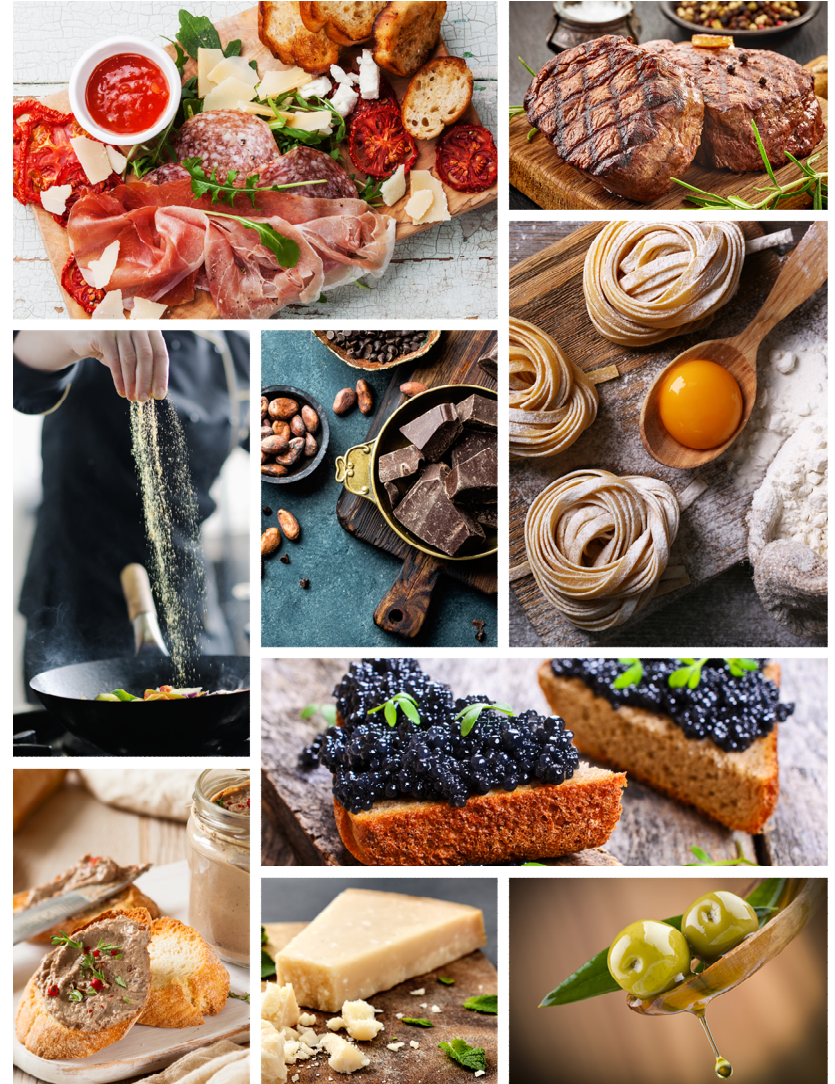
Educate clients on latest products and culinary trends

Assist with menu planning and pricing

## Entrepreneurial environment

Flexibility to meet customer needs

Adapt to emerging culinary trends



\* National average for Sales Professionals~70 to 75% source: LinkedIn, HBR

# Critical Route-To-Market For Specialty Suppliers

Sourcing the world's finest gourmet brands

Critical route-to-market for boutique suppliers and artisanal producers

Products sourced from approximately 3,000 different suppliers from across the globe

CW's attractive portfolio of brands provides high-quality value-added products



## REPRESENTATIVE BRANDS



# Chefs' Warehouse Digital Transformation

## Intelligent search using the latest AI technologies

Search facilitates **over 65% of all online purchases**

**~51%** of Specialty orders online

Online Protein ordering launched in 2023

## Personalized experiences

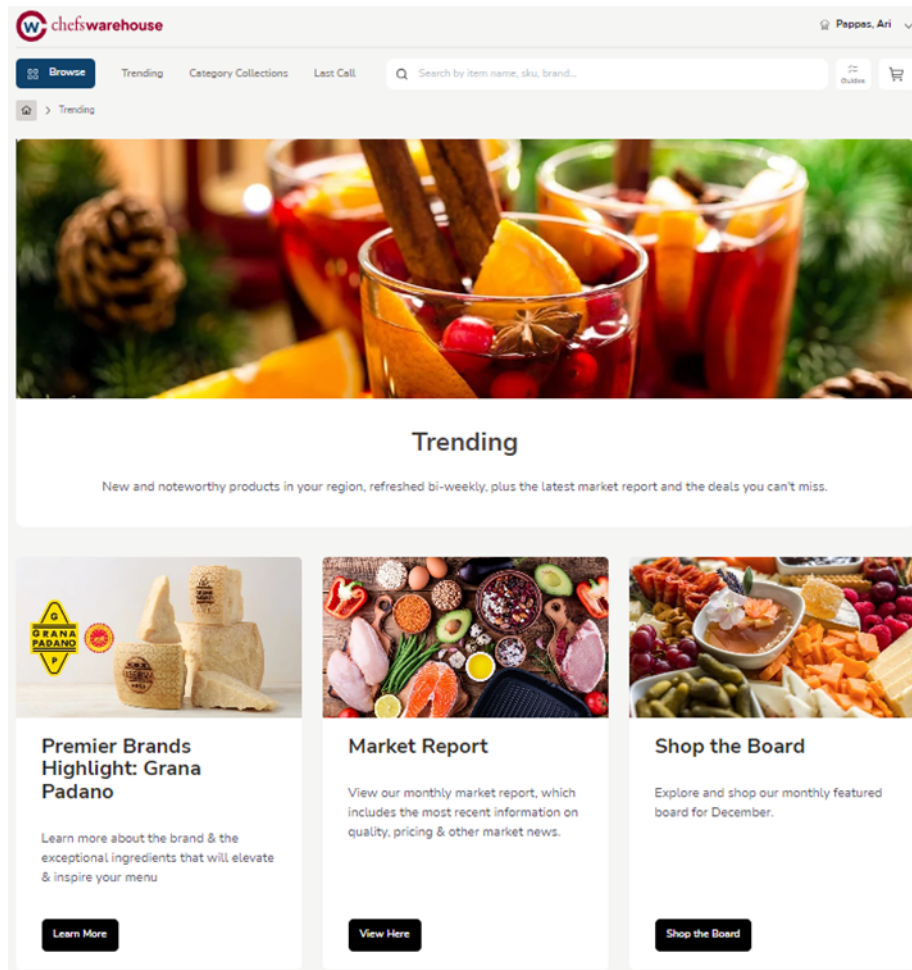
Our mission is to empower our customers with **product, recommendations, and insights** that are crafted from our analysis of their menu, customer base, etc.

## Hybrid selling

Our goal is to deliver our sales team **targeted and qualified leads** that will guide them in developing their **personalized selling strategy**.

## Multilingual support

Allows our customers to search and browse our site in **English, French and Spanish**.

A screenshot of the Chefs' Warehouse website. The top navigation bar includes the logo, a user profile 'Pappas, Ari', and a search bar. Below the navigation is a 'Trending' banner featuring a close-up of glasses of mulled wine with cinnamon sticks and orange slices. Underneath the banner is a 'Trending' section with a sub-header and a description: 'New and noteworthy products in your region, refreshed bi-weekly, plus the latest market report and the deals you can't miss.' Below this are three product highlights: 'Premier Brands Highlight: Grana Padano' with a 'Learn More' button, 'Market Report' with a 'View Here' button, and 'Shop the Board' with a 'Shop the Board' button. Each highlight includes a small image of the product or category.

## Acquisition Highlight



## Chef Middle East

### Inspiring Culinary Craftsmanship

- Operating markets: UAE, Qatar, Oman
- Core services: Foodservice Sales & Distribution, Supply Chain Management
- Servicing over 3,500 Customers and sourcing from over 350 suppliers worldwide
- Over 4,500 SKUs across Specialty & Gourmet, Protein, Dairy, Pastry and Bakery, etc.
- ~450 employees, including 3 world-class experts in Culinary, Pastry and Beverage

## HR Highlights

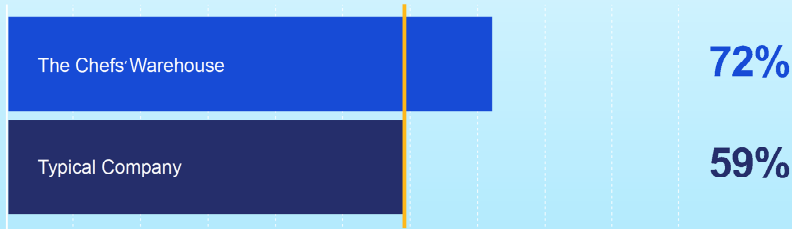
- The Chefs' Warehouse continues to be an inclusive and diverse employer, with two-thirds of all employees being people of color.
- ~22% are female in the total company, including senior management.

### We're Great Place to Work-Certified™!



The Chefs' Warehouse

72% of employees at The Chefs' Warehouse say it is a great place to work compared to 59% of employees at a typical U.S.-based company\*



Source: Great Place to Work® 2019 U.S. National Employee Engagement Study\*

People remain at the heart of what we do, and as a result, retention levels are stronger.

- More targeted talent acquisition
- Improved benefit propositions
  - Parent leave
  - Regional health care options
- Competitive pay
- Employee Stock Purchase Program
- Training and talent development

Great Place to Work is a global authority on workplace culture and deploys a rigorous methodology to gather and evaluate employee feedback, focused on identifying companies that have built high-trust and high-performing cultures.

# Multiple Levers To Grow Market Share

<p><b>Infrastructure and Technology</b></p> <p>~ 60% Capacity expansion by 2026*</p> <p>Operations Tech + Digital/Data Analytics</p> <p>Customer experience</p>	<p><b>Category Growth</b></p> <p>Fresh Seafood, Specialty Produce, Non-foods</p> <p>Add Categories as Markets mature into complete “Chefs’ Warehouse”</p>	<p><b>Grow Share of Customer Wallet</b></p> <p>Category expansion</p> <p>High-touch/High-value service</p> <p>~70,000 SKUs/Artisan quality</p>
<p><b>M&amp;A</b></p> <p>Fold-ins</p> <p>Category growth</p> <p>New Market expansion</p> <p>Talent/Category expertise</p>	<p><b>Focus on “Our” Customer</b></p> <p>Continue to add Culinary trained Sales Teams</p> <p>Consultative Sales approach</p> <p>Breadth and Quality of Products</p>	<p><b>Grow Exclusive Brands</b></p> <p>High-quality + great value</p> <p>Flexibility in sourcing</p> <p>Build Brand equity</p>



# FINANCIAL DISCUSSION

# Financial Performance - uneven 4-year period in context

## 2020 – 2021

Depths of COVID-19 impact

Subsequent volatility in demand and pricing

## 2022

Post Omicron surge in FAFH demand and food price inflation

## 2023

Return to more typical seasonal quarterly cadence of FAFH demand

Disinflation and pockets of deflation in certain food categories

Softer Summer/Hardies dilution/elevated growth-related expenses

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## 2019 – 2023\*

Revenue + 113%

Gross Profit + 108%

adj. Opex +106%



**Adj. EBITDA + \$103 million + 115%**

**CAGR ~21%**

\*2023 estimated based on current Full-Year Guidance mid-point



## Investment in Organic Growth via Infrastructure Expansion

2019 Total Capacity ~1.8 million sq. ft

### 2022 – 2023 increases

Florida +150K

Southern California +150K

Philadelphia/NJ/MD + 150K

Arizona +50K

Texas +50K

**+ ~30%**

### 2024 – 2026 coming online

Northern California +140K

Seattle, Nashville, Mich. +130K

Oregon +100K (2025)

Middle East +120K

**+~30%**

**Near-Term Opex headwind - Harvest investments via volume growth, consolidation and Tech-driven efficiency to drive future operating leverage\***

Facility/Category/Fleet consolidations + Cross-sell synergy + Operations Tech

Reduction in transition costs as M&A activity slows

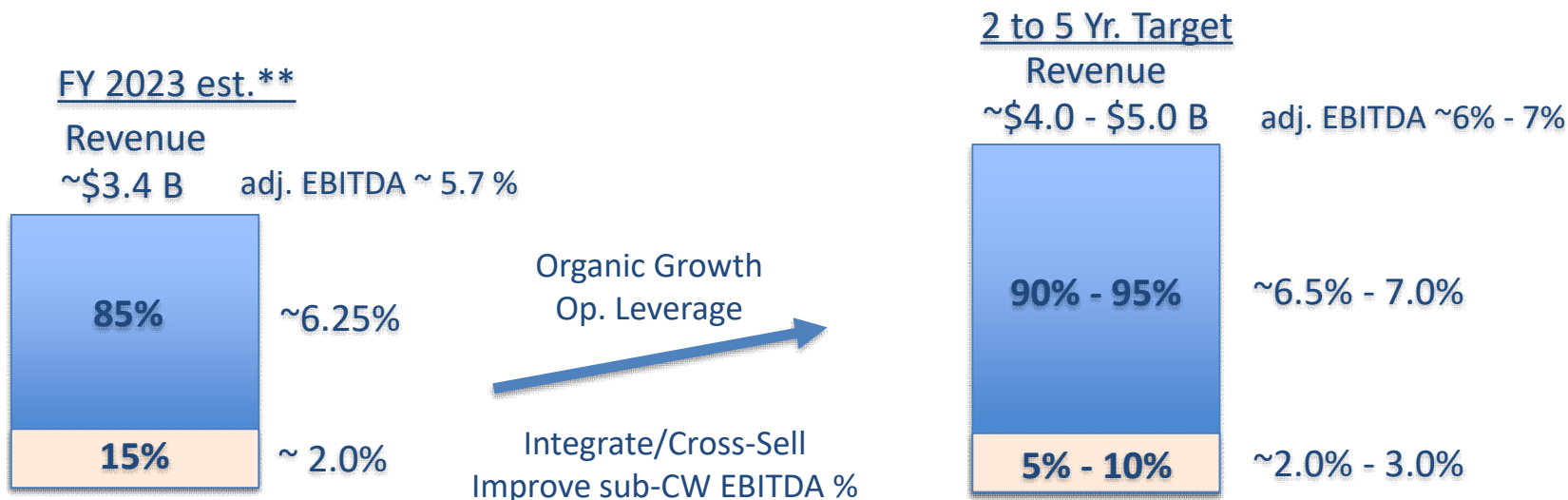
Organic growth into capacity + lower EBITDA % acquisition improvement

\*not all inclusive

# Investment in Growth via Acquisition

Excluding dilution by lower EBITDA % acquisitions – **CW Core adj. EBITDA % ~ 6.25%**

**Focus on integration and synergy realization over 2 to 5-year period**



**Recent Example: New England** pre-2020, CW Specialty serviced via NY Distribution Center

2020 M&A	2020 - 2022	2023
Sid Wainer Cambridge Meats*	Cross-sell, Focus on CW core customer Consolidation of Categories on trucks	<b>EBITDA % + 350 bps</b>

# Balance Sheet & Cash Flow

## Year-end 2025 Targets\*

### Net Debt Leverage 2.5x – 3.0x

<u>YE 2023 Debt</u>	<u>Balance</u>	<u>Maturity</u>
Secured Term Loan	276,250	2029
Senior Convertible Notes	287,500	2028
Senior Convertible Notes	39,684	2024
Private Note (Greenleaf)	10,000	2025
ABL	100,000	2027
Capital Leases	13,239	Misc
<b>Total Debt</b>	<b>726,673</b>	
<b>Deferred Fees &amp; OID</b>	<b>(18,000)</b>	
	708,673	
Cash & Equivalents	50,000	
<b>Net Debt</b>	<b>658,673</b>	

**2023 est. adj EBITDA: ~\$192mm**

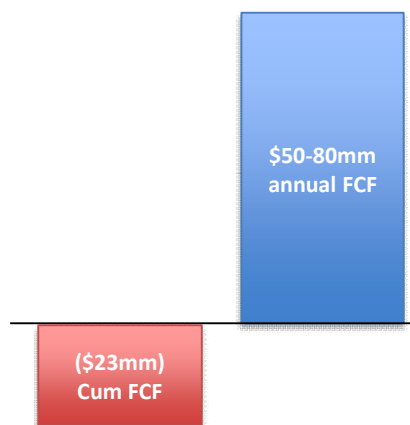
**2023 est. Net Debt Leverage: ~3.5x**

Targeting 0.5x to 1.0x reduction in net-debt leverage by YE 2025 via expectation of moderate debt reduction and adj. EBITDA growth over the time-frame

### Free Cash Flow\*\*

2022-23

2024 - 25



- Capex to average ~1% of revenue
- Working capital normalization
- Reduction in acquired growth vs. 2022-23

Expect future harvesting of recent investments in acquired and capacity growth to lead to positive FCF available to shareholders before debt reduction, share repo and M&A

### Share Repurchases \$25mm - \$100mm

- Expect higher FCF generation to allow for strategic share repurchases over the next two years
- Timing of repurchases will be dependent on share price, market conditions and FCF generation over the targeted time frame

As announced at Q3 2023 Earnings, the company has targeted \$25-\$100mm of share repurchases to be made across 2024-2025

\*Achievement of targets are dependent on macro-economic conditions as well as risks detailed in our quarterly financial filings and 10K filed in February 2023

\*\*Target range of annual Free Cash Flow (FCF) available to shareholders before debt reduction, share repurchases and acquisitions

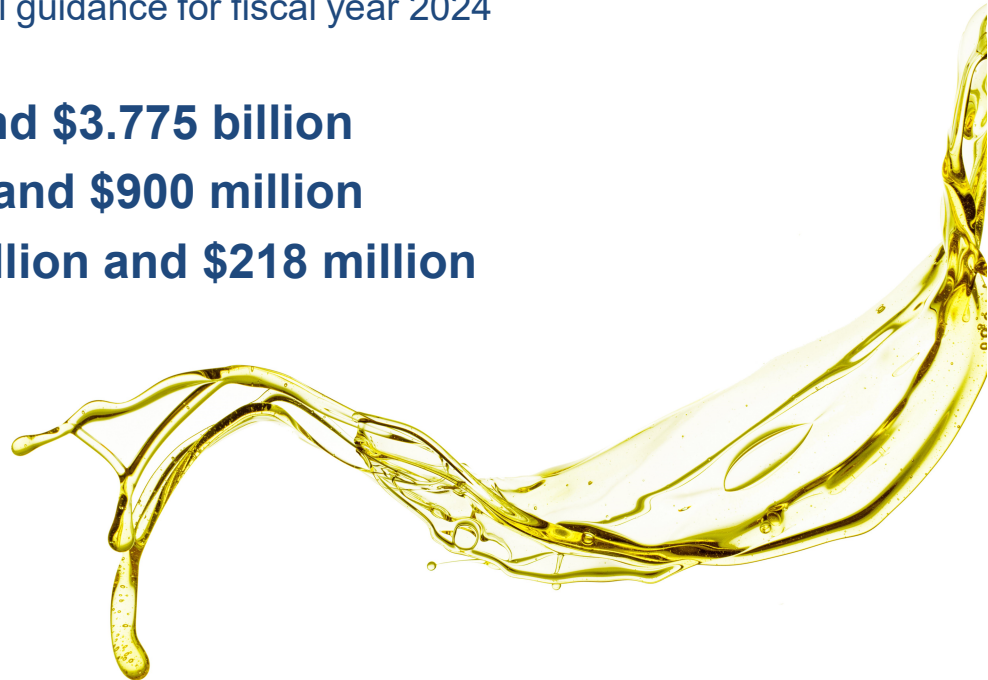
## Full Year 2024 Guidance

The Company is providing the following financial guidance for fiscal year 2024

**Net sales between \$3.625 billion and \$3.775 billion**

**Gross profit between \$865 million and \$900 million**

**adjusted EBITDA between \$205 million and \$218 million**



For modeling purposes please note

FY 2024 depreciation and amortization are expected in the range of \$62 million to \$65 million

FY 2024 forecast interest expense ~ \$52 million (inclusive of \$2.6 million amortization of deferred financing fees)

FY 2024 tax rate expected to be approximately 30%

Approximately 7.4 million shares associated with \$327 million of total convertible debt in our estd. 2024 fully diluted shares. <sup>(1)</sup>

(1) Consists of 0.9 million shares associated with \$39.8 million Note maturing in 2024 and 6.5 million shares associated with \$287.5 million Note maturing in 2028



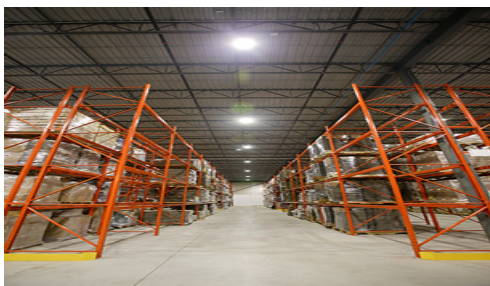
# APPENDIX



## ESG Initiatives – S&G Policies/Metrics among industry leading ratings\* Opportunities in E underway



Solar Power – 2024/25 California and exploring East Coast  
EV parking stations



Recycling - 75% cardboard, 30% Plastic  
LED lighting retrofitting (90% energy savings)



EV – Phased approach to California 2035 – single temp deliveries expected to start in 2025  
NY – testing dual temp e-trailers and solar tech refer units

# Annual Adjusted EBITDA Reconciliation

(\$ in millions)

	2019	2020	2021	2022	2023* <sup>(10)</sup>
Net Income	24.2	(82.9)	(4.9)	27.7	35.8
Interest Expense	18.3	21.0	17.6	43.8	46.1
Depreciation and Amortization	26.0	33.3	35.0	38.2	55.7
Provision for Income Taxes	8.2	(40.7)	(1.9)	14.1	17.5
<b>EBITDA<sup>(1)</sup></b>	<b>76.7</b>	<b>(69.4)</b>	<b>45.8</b>	<b>124.0</b>	<b>155.2</b>
Adjustments:					
Stock Compensation <sup>(2)</sup>	4.4	9.3	11.5	13.6	21.2
Duplicate Rent <sup>(3)</sup>	1.5	2.8	4.1	5.6	7.2
Payroll tax credit <sup>(4)</sup>	-	-	(1.4)	-	-
Integration & Deal Costs/Third Party Transaction Costs <sup>(5)</sup>	0.4	1.5	0.5	6.2	3.6
Intangible Asset w/o <sup>(6)</sup>	-	24.2	0.6	-	1.8
Change in Fair Value of Earn-Out Obligation <sup>(7)</sup>	5.9	(11.5)	(1.3)	8.5	3.3
Loss on Asset Disposal <sup>(8)</sup>	0.1	0.2	0.7	0.0	(0.0)
Moving Expenses <sup>(9)</sup>	0.1	-	1.0	-	0.2
<b>Adjusted EBITDA<sup>(1)</sup></b>	<b>89.0</b>	<b>(42.9)</b>	<b>61.3</b>	<b>157.9</b>	<b>192.5</b>

- (1) EBITDA represents earnings before interest, taxes, depreciation and amortization. CW presents EBITDA and Adjusted EBITDA, which are not measurements determined in accordance with the U.S. generally accepted accounting principles, or GAAP, because CW believes these measures provide additional metrics to evaluate CW's operations and which CW believes, when considered with both its GAAP results and the reconciliation to net income, provide a more complete understanding of CW's business than could be obtained absent this disclosure. CW uses EBITDA and Adjusted EBITDA, together with financial measures prepared in accordance with GAAP, such as revenue and cash flows from operations, to assess its historical and prospective operating performance and to enhance CW's understanding of its core operating performance. The use of EBITDA and Adjusted EBITDA as performance measures permits a comparative assessment of CW's operating performance relative to its performance based upon GAAP results while isolating the effects of some items that vary from period to period without any correlation to core operating performance or that vary widely among similar companies.
- (2) Represents non-cash stock compensation expense associated with awards of restricted shares of CW's common stock to CW's key employees and independent directors.
- (3) Represents rent expense and other facility costs, including utilities and insurance, incurred in connection with the Company's facility consolidation and renovation while CW is unable to use those facilities.
- (4) Represents a payroll tax credit earned in accordance with the Employee retention Credit under the CARES Act.
- (5) Represents transaction-related costs incurred to complete and integrate acquisitions, including due diligence, legal, integration, and cash and non-cash stock transaction bonuses.
- (6) Represents intangible asset impairment charges.
- (7) Represents the non-cash change in fair value of contingent earn-out liabilities related to CW's acquisitions.
- (8) Represents the non-cash charge related to the disposal of certain equipment.
- (9) Represents moving expenses for the consolidation of certain facilities.
- (10) Based on 2023 Full-Year Guidance Mid-Point