

DEROGATION LETTER IN RESPECT OF INITIAL ENFORCEMENT ORDER ISSUED PURSUANT TO SECTION 72(2) ENTERPRISE ACT 2002

Consent under section 72(3C) of the Enterprise Act 2002 (the ‘Act’) to certain actions for the purposes of the Initial Enforcement Order made by the Competition and Markets Authority (‘CMA’) on 25 March 2025

Completed acquisition by Aramark Limited of Entier Limited (the ‘Merger’)

We refer to your email dated 4 February 2026 requesting that the CMA consent to derogation to the Initial Enforcement Order of 25 March 2025 (the ‘**Initial Order**’). The terms defined in the Initial Order have the same meaning in this letter.

Under the Initial Order, save for written consent by the CMA, Aramark, **AIL**, Aramark Limited (collectively referred to as the ‘**Acquirer Group**’), and Entier (together, the ‘**Addressees**’) are required to hold separate the Entier business from the Aramark Group business and refrain from taking any action which might prejudice a reference under section 22 of the Act or impede the taking of any remedial action following such a reference.

After due consideration of your request for derogations from the Initial Order, based on the information received from you and in the particular circumstances of this case, the Addressees may carry out the following actions, in respect of the specific paragraphs of the Initial Order:

1. Paragraph 5(i) of the Initial Order – Changes to key staff

Aramark submits that one of its [X] (the ‘**Resigning Individual**’), has resigned from [X] position at Aramark. The CMA understands that this resignation is unconnected with the Transaction.

The position of the [X] is considered to be key for the purposes of the Initial Order due to the significant leadership responsibilities in Offshore Catering Services in the Offshore Infrastructure Market.

Aramark submit that the vacancy was advertised both internally and externally, that [X] applications were received, and that [X] candidates were shortlisted. After a period of interviews, the preferred candidate (and reserve candidate, should the preferred candidate decline the offer) identified by Aramark is [X] (with [X] as the reserve candidate).

Aramark requests a derogation to permit an offer to be made to [X] for the role of [X] and, should [X] decline, to permit an offer to be made to [X]. The CMA consents to this derogation from paragraph 5(i) strictly on the basis that:

- (1) The role of [X] is necessary for the continued operation of the Acquirer Group in the ordinary course of business;
- (2) Save for the changes described above, no other significant organisational or key staff changes will be made to the Acquirer Group business as a result of the resignation of the Resigning Individual;
- (3) This derogation does not impact the viability of the Acquirer Group during the term of the Initial Order;
- (4) This derogation will not impact the ability of the Aramark Group to compete independently of the Entier business;
- (5) This derogation will not result in any integration between the Acquirer Group business and the Entier business; and
- (6) This derogation will not result in any pre-emptive action which might prejudice the outcome of a reference or impede the taking of any action which may be justified by the CMA's decision on a reference.

Yours sincerely,

Steve Pantling
Director, Mergers
Competition and Markets Authority
6 February 2026