

2024 ANNUAL REPORT

# CHEMED

CHEMED CORPORATION

**VITAS**<sup>®</sup>  
Healthcare



# CHEMED

Publicly traded on the New York Stock Exchange under the symbol CHE, Chemed Corporation operates through two wholly owned subsidiaries, VITAS Healthcare Corporation and Roto-Rooter. VITAS is one of the nation's largest provider of end-of-life hospice care, and Roto-Rooter is North America's largest provider of plumbing, drain cleaning, and water cleanup services. Founded in 1971, Chemed is headquartered in Cincinnati, Ohio.

**VITAS**<sup>®</sup>  
Healthcare

VITAS focuses on noncurative hospice care that helps make terminally ill patients' final days as comfortable and pain free as possible. Through its teams of nurses, home health aides, doctors, social workers, clergy, and volunteers, VITAS provides direct medical services to patients, as well as spiritual and emotional counseling to both patients and their families. In 2024, VITAS cared for approximately 86,000 patients totaling approximately 7.7 million days of care throughout 17 states and the District of Columbia. Approximately 99% of days of care is delivered directly to the patient in their home. The remaining 1% of days of care is provided in dedicated inpatient units.



Founded in 1935, Roto-Rooter offers an ever-expanding variety of plumbing repair and maintenance, drain cleaning, and water cleanup services to homeowners, businesses, and municipalities. Roto-Rooter operates 123 company-owned branches and independent contractors and 348 franchisees. The total Roto-Rooter system offers services to more than 90% of the U.S. population and approximately 30% of the Canadian population.

Roto-Rooter<sup>®</sup> is a registered trademark of Roto-Rooter Corporation.  
VITAS<sup>®</sup> is a registered trademark of VITAS Healthcare Corporation.

*Financial Review*

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**MANAGEMENT'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING**

The Company's management is responsible for establishing and maintaining adequate internal control over financial reporting, as that term is defined in Exchange Act Rules 13a-15(f) and 15d-15(f). A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and disposition of the assets of the company; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorization of management and directors of the company; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the Company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

The Company's management, including the President and Chief Executive Officer, and Vice President, Chief Financial Officer, and Controller, has conducted an evaluation of the effectiveness of its internal control over financial reporting as of December 31, 2024, based on the framework established in *Internal Control—Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO"). Based on this evaluation, management concluded that internal control over financial reporting was effective as of December 31, 2024, based on criteria in *Internal Control—Integrated Framework* issued by COSO.

PricewaterhouseCoopers LLP, our independent registered public accounting firm, has audited the effectiveness of the Company's internal control over financial reporting as of December 31, 2024, as stated in their report which appears on pages 2 through 3.

## **Report of Independent Registered Public Accounting Firm**

To the Board of Directors and Stockholders of Chemed Corporation

### ***Opinions on the Financial Statements and Internal Control over Financial Reporting***

We have audited the accompanying consolidated balance sheets of Chemed Corporation and its subsidiaries (the "Company") as of December 31, 2024 and 2023, and the related consolidated statements of income, of changes in stockholders' equity and of cash flows for each of the three years in the period ended December 31, 2024, including the related notes (collectively referred to as the "consolidated financial statements"). We also have audited the Company's internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control - Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Company as of December 31, 2024 and 2023, and the results of its operations and its cash flows for each of the three years in the period ended December 31, 2024 in conformity with accounting principles generally accepted in the United States of America. Also in our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control - Integrated Framework* (2013) issued by the COSO.

### ***Basis for Opinions***

The Company's management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Management's Report on Internal Control over Financial Reporting. Our responsibility is to express opinions on the Company's consolidated financial statements and on the Company's internal control over financial reporting based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud, and whether effective internal control over financial reporting was maintained in all material respects.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. Our audit of internal control over financial reporting included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audits also included performing such other procedures as we considered necessary in the circumstances. We believe that our audits provide a reasonable basis for our opinions.

### ***Definition and Limitations of Internal Control over Financial Reporting***

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

***Critical Audit Matters***

The critical audit matter communicated below is a matter arising from the current period audit of the consolidated financial statements that was communicated or required to be communicated to the audit committee and that (i) relates to accounts or disclosures that are material to the consolidated financial statements and (ii) involved our especially challenging, subjective, or complex judgments. The communication of critical audit matters does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matter below, providing a separate opinion on the critical audit matter or on the accounts or disclosures to which it relates.

***VITAS Revenue Implicit Price Concessions***

As described in Note 2 to the consolidated financial statements, service revenue for VITAS is reported at the amount that reflects the ultimate consideration management expects to receive in exchange for providing patient care. These amounts are due from third-party payors, primarily commercial health insurers and government programs (Medicare and Medicaid). Management estimates the transaction price for patients with deductibles and coinsurance, along with those uninsured patients, based on historical experience and current conditions. The estimate of any contractual adjustments, discounts or implicit price concessions reduces the amount of revenue initially recognized. Settlement with third-party payors for retroactive adjustments due to audits, reviews or investigations are considered variable consideration and are included in the determination of the estimated transaction price for providing patient care. The variable consideration is estimated based on the terms of the payment agreement, existing correspondence from the payor and the Company's historical settlement activity. The impact of these estimates is disclosed as implicit price concessions and totaled \$13.6 million for the year ended December 31, 2024.

The principal considerations for our determination that performing procedures relating to VITAS revenue implicit price concessions is a critical audit matter are (i) the significant judgment by management when developing the estimate of implicit price concessions used in determining the transaction price for each third-party payor; and (ii) a high degree of auditor judgment, subjectivity, and effort in performing procedures and evaluating audit evidence related to the ultimate consideration management expects to receive, related to estimates of implicit price concessions including retroactive adjustments due to audits, reviews or investigations, the assessment of management's evaluation of correspondence from the payor and the Company's historical settlement activity.

Addressing the matter involved performing procedures and evaluating audit evidence in connection with forming our overall opinion on the consolidated financial statements. These procedures included testing the effectiveness of controls relating to the revenue recognition process, including controls over the VITAS revenue implicit price concessions estimate. These procedures also included, among others, (i) developing an independent estimate of the implicit price concessions by utilizing historical settlement activity; (ii) comparing the independent estimate to management's estimate; and (iii) evaluating and testing management's process for developing the estimate related to retroactive adjustments due to audits, reviews or investigations, which included evaluating the reasonableness of the estimate based on existing correspondence from the payor and the Company's historical settlement activity. Evaluating the reasonableness of the implicit price concessions estimate involved inspecting evidence of correspondence from payors, testing the completeness and accuracy of historical settlement activity on a sample basis, and performing a retrospective review of consideration received subsequent to prior and current year-end to evaluate the reasonableness of the prior and current period estimated implicit price concessions applied by management.

*PricewaterhouseCoopers LLP*

Cincinnati, Ohio  
February 28, 2025

We have served as the Company's auditor since 1971.

**CONSOLIDATED STATEMENTS OF INCOME**

(in thousands, except per share data)

For the Years Ended December 31,	2024	2023	2022
Service revenues and sales (Note 2)	\$ 2,431,287	\$ 2,264,417	\$ 2,134,963
Cost of services provided and goods sold (excluding depreciation)	1,576,939	1,465,602	1,369,877
Selling, general and administrative expenses	424,360	395,120	358,727
Depreciation	52,864	50,802	49,102
Amortization	10,185	10,063	10,070
Other operating expenses (Note 20)	446	2,261	3,691
Total costs and expenses	<u>2,064,794</u>	<u>1,923,848</u>	<u>1,791,467</u>
Income from operations	366,493	340,569	343,496
Interest expense	(1,780)	(3,108)	(4,584)
Other income/(expense)--net (Note 10)	34,752	12,906	(9,233)
Income before income taxes	<u>399,465</u>	<u>350,367</u>	<u>329,679</u>
Income taxes (Note 11)	<u>(97,466)</u>	<u>(77,858)</u>	<u>(80,055)</u>
<b>Net Income</b>	<u>\$ 301,999</u>	<u>\$ 272,509</u>	<u>\$ 249,624</u>
<b>Earnings Per Share (Note 16)</b>			
Net Income	<u>\$ 20.10</u>	<u>\$ 18.11</u>	<u>\$ 16.72</u>
Average number of shares outstanding	<u>15,024</u>	<u>15,050</u>	<u>14,929</u>
<b>Diluted Earnings Per Share (Note 16)</b>			
Net Income	<u>\$ 19.89</u>	<u>\$ 17.93</u>	<u>\$ 16.53</u>
Average number of shares outstanding	<u>15,186</u>	<u>15,200</u>	<u>15,099</u>

The Notes to Consolidated Financial Statements are integral parts of these statements.

**CONSOLIDATED BALANCE SHEETS**

(in thousands, except shares and per share data)

December 31,	2024	2023
<b>Assets</b>		
Current assets		
Cash and cash equivalents (Note 9)	\$ 178,350	\$ 263,958
Accounts receivable	171,163	181,511
Inventories	8,193	12,004
Prepaid income taxes	11,068	13,166
Prepaid expenses	25,974	30,204
Total current assets	394,748	500,843
Investments of deferred compensation plans held in trust (Notes 15 and 17)	130,960	106,126
Properties and equipment, at cost, less accumulated depreciation (Note 13)	200,837	203,840
Lease right of use asset (Note 14)	127,323	126,387
Identifiable intangible assets less accumulated amortization (Note 6)	92,206	90,264
Goodwill	666,744	585,017
Other assets (Note 12)	55,757	55,618
Total Assets	<u>\$ 1,668,575</u>	<u>\$ 1,668,095</u>
<b>Liabilities</b>		
Current liabilities		
Accounts payable	\$ 44,146	\$ 64,034
Income taxes (Note 11)	7,593	6,858
Accrued insurance	56,703	58,568
Accrued compensation	92,073	88,381
Short-term lease liability (Note 14)	42,306	38,635
Other current liabilities (Note 21)	42,874	55,574
Total current liabilities	285,695	312,050
Deferred income taxes (Note 11)	25,945	30,321
Deferred compensation liabilities (Note 15)	126,035	104,069
Long-term lease liability (Note 14)	98,538	100,776
Other liabilities	13,369	13,003
Total Liabilities	<u>549,582</u>	<u>560,219</u>
<b>Commitments and contingencies (Note 18)</b>		
<b>Stockholders' Equity</b>		
Capital stock - authorized 80,000,000 shares \$1 par; issued 37,422,348 shares (2023 - 37,183,681 shares)	37,422	37,184
Paid-in capital	1,484,176	1,341,273
Retained earnings	2,721,832	2,446,925
Treasury stock - 22,865,842 shares (2023 - 22,148,927 shares), at cost	(3,126,660)	(2,719,588)
Deferred compensation payable in Company stock (Note 15)	2,223	2,082
Total Stockholders' Equity	<u>1,118,993</u>	<u>1,107,876</u>
Total Liabilities and Stockholders' Equity	<u>\$ 1,668,575</u>	<u>\$ 1,668,095</u>

The Notes to Consolidated Financial Statements are integral parts of these statements.

**CONSOLIDATED STATEMENTS OF CASH FLOWS**

(in thousands)

For the Years Ended December 31,

	2024	2023	2022
<b>Cash Flows from Operating Activities</b>			
Net income	\$ 301,999	\$ 272,509	\$ 249,624
Adjustments to reconcile net income to net cash provided by operations:			
Depreciation and amortization	63,049	60,865	59,172
Stock option expense	32,033	30,082	26,254
Noncash portion of long-term incentive compensation	18,794	9,267	6,188
Litigation settlements	(5,750)	2,050	4,000
(Benefit)/provision for deferred income taxes	(4,138)	(8,027)	14,827
Noncash directors' compensation	1,282	1,444	1,170
Amortization of debt issuance costs	321	580	342
Deferred payroll taxes	-	-	(18,175)
Changes in operating assets and liabilities:			
Decrease/(increase) in accounts receivable	10,678	(41,488)	(2,414)
Decrease/(increase) in inventories	3,831	(1,732)	(162)
Decrease in prepaid expenses	4,237	87	2,397
(Decrease)/increase in accounts payable and other current liabilities	(9,279)	(9,348)	15,343
Change in current income taxes	2,182	11,748	(996)
Net change in lease assets and liabilities	(674)	(1,424)	1,471
Increase in other assets	(25,591)	(9,952)	(45,779)
Increase/(decrease) in other liabilities	22,749	12,802	(3,350)
Other sources/(uses)	1,774	836	(26)
Net cash provided by operating activities	<u>417,497</u>	<u>330,299</u>	<u>309,886</u>
<b>Cash Flows from Investing Activities</b>			
Business combinations, net of cash acquired	(97,400)	(3,994)	(3,529)
Capital expenditures	(49,531)	(56,854)	(57,325)
Proceeds from sale of fixed assets	3,315	640	2,330
Other uses	(295)	(434)	(878)
Net cash used by investing activities	<u>(143,911)</u>	<u>(60,642)</u>	<u>(59,402)</u>
<b>Cash Flows from Financing Activities</b>			
Purchases of treasury stock	(361,389)	(67,697)	(114,515)
Proceeds from exercise of stock options	56,517	102,192	44,968
Dividends paid	(27,092)	(23,502)	(22,017)
Change in cash overdraft payable	(15,749)	15,749	(11,884)
Capital stock surrendered to pay taxes on stock-based compensation	(9,457)	(9,557)	(15,611)
Payments on other long-term debt	-	(97,500)	(2,500)
Proceeds from other long-term debt	-	-	100,000
Payments on revolving line of credit	-	-	(306,800)
Proceeds from revolving line of credit	-	-	121,800
Debt issuance costs	-	-	(1,586)
Other (uses)/sources	(2,024)	490	(1,108)
Net cash used by financing activities	<u>(359,194)</u>	<u>(79,825)</u>	<u>(209,253)</u>
<b>(Decrease)/increase in cash and cash equivalents</b>	<b>(85,608)</b>	<b>189,832</b>	<b>41,231</b>
Cash and cash equivalents at beginning of year	<u>263,958</u>	<u>74,126</u>	<u>32,895</u>
Cash and cash equivalents at end of year	<u>\$ 178,350</u>	<u>\$ 263,958</u>	<u>\$ 74,126</u>

The Notes to Consolidated Financial Statements are integral parts of these statements.

**CONSOLIDATED STATEMENTS OF CHANGES  
IN STOCKHOLDERS' EQUITY**

(in thousands, except per share data)

	Capital Stock	Paid-in Capital	Retained Earnings	Treasury Stock- at Cost	Deferred Compensation Payable in Company Stock	Total
Balance at December 31, 2021	\$ 36,514	\$ 1,044,341	\$ 1,970,311	\$ (2,430,094)	\$ 2,201	\$ 623,273
Net income	-	-	249,624	-	-	249,624
Dividends paid (\$1.48 per share)	-	-	(22,017)	-	-	(22,017)
Stock awards and exercise of stock options (Note 4)	282	106,619	-	(43,932)	-	62,969
Purchases of treasury stock (Note 19)	-	-	-	(114,074)	-	(114,074)
Other	-	(1,061)	-	(45)	46	(1,060)
Balance at December 31, 2022	\$ 36,796	\$ 1,149,899	\$ 2,197,918	\$ (2,588,145)	\$ 2,247	\$ 798,715
Net income	-	-	272,509	-	-	272,509
Dividends paid (\$1.56 per share)	-	-	(23,502)	-	-	(23,502)
Stock awards and exercise of stock options (Note 4)	388	190,835	-	(57,796)	-	133,427
Purchases of treasury stock (Note 19)	-	-	-	(73,813)	-	(73,813)
Other	-	539	-	166	(165)	540
Balance at December 31, 2023	\$ 37,184	\$ 1,341,273	\$ 2,446,925	\$ (2,719,588)	\$ 2,082	\$ 1,107,876
Net income	-	-	301,999	-	-	301,999
Dividends paid (\$1.80 per share)	-	-	(27,092)	-	-	(27,092)
Stock awards and exercise of stock options (Note 4)	238	144,878	-	(45,947)	-	99,169
Purchases of treasury stock (Note 19)	-	-	-	(358,737)	-	(358,737)
Excise tax on share repurchase	-	-	-	(2,246)	-	(2,246)
Other	-	(1,975)	-	(142)	141	(1,976)
Balance at December 31, 2024	\$ 37,422	\$ 1,484,176	\$ 2,721,832	\$ (3,126,660)	\$ 2,223	\$ 1,118,993

The Notes to Consolidated Financial Statements are integral parts of these statements.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

### 1. Summary of Significant Accounting Policies

#### *NATURE OF OPERATIONS*

We operate through our two wholly-owned subsidiaries: VITAS Healthcare Corporation (“VITAS”) and Roto-Rooter Group, Inc. (“Roto-Rooter”). VITAS focuses on hospice care that helps make terminally ill patients' final days as comfortable as possible. Through its team of doctors, nurses, home health aides, social workers, clergy and volunteers, VITAS provides direct medical services to patients, as well as spiritual and emotional counseling to both patients and their families. Roto-Rooter provides plumbing, drain cleaning and water restoration services to both residential and commercial customers. Through its network of company-owned branches, Independent Contractors and franchisees, Roto-Rooter offers plumbing, drain cleaning service and water restoration to over 90% of the U.S. population.

#### *PRINCIPLES OF ACCOUNTING*

The consolidated financial statements have been prepared on a going-concern basis. The consolidated financial statements include the accounts of Chemed Corporation and its wholly owned subsidiaries. All intercompany transactions have been eliminated. We have analyzed the provisions of the Financial Accounting Standards Board (“FASB”) authoritative guidance on the consolidation of variable interest entities relative to our contractual relationships with Roto-Rooter’s Independent Contractors and franchisees. The guidance requires the primary beneficiary of a Variable Interest Entity (“VIE”) to consolidate the accounts of the VIE. We have concluded that neither the Independent Contractors nor the franchisees are VIEs.

#### *CURRENT EXPECTED CREDIT LOSSES*

In June 2016, the FASB issued Accounting Standards Update “ASU No. 2016-13”, Financial Instruments, Credit Losses. The Company’s only material financial asset subject to ASU No. 2016-13 is accounts receivable, trade and other. The Company recognizes an allowance for credit losses related to accounts receivable to present the net amount expected to be collected as of the balance sheet date. Accounts receivable are written-off when it is determined that the amount is deemed uncollectible. The following presents a detailed discussion of the operating subsidiaries’ accounts receivable and their evaluation of credit risk related to those accounts:

- Roto-Rooter’s trade accounts receivable are comprised mainly of amounts due from commercial entities and commercial insurance carriers. Roto-Rooter’s accounts receivable are generally outstanding for 90 days or less and there are no significant amounts outstanding greater than one year. Roto-Rooter historically has not experienced significant write-offs due to credit losses. For amounts due from commercial entities, Roto-Rooter utilizes a provision matrix based on historical credit losses by aging category. For amounts due from commercial insurance carriers, mainly from water restoration revenue, Roto-Rooter periodically reviews published default tables related to commercial insurance carriers and provides an allowance. As further discussed below, Roto-Rooter assesses on a quarterly basis whether the historical rates used are expected to be representative of credit risk over the life of the account taking into consideration existing economic conditions.
- In excess of 90% of VITAS’ accounts receivable are from the Federal or state governments under Medicare and Medicaid. VITAS believes that it is reasonable to expect that the risk of non-payment as a result of credit issues from these government entities is zero. As such, there is no allowance for credit losses established related to these accounts. The remainder of VITAS’ accounts are from commercial insurance carriers. VITAS’ accounts are generally outstanding for 90 days or less and there are no significant amounts outstanding greater than one year. VITAS historically has not experienced significant write-offs due to credit losses. VITAS periodically reviews published default tables related to commercial insurance carriers and provides an allowance. VITAS assesses on a quarterly basis whether these default rates are expected to be representative of credit risk over the life of the account taking into consideration existing economic conditions.

As further discussed in Note 3, Chemed has \$45.5 million in standby letters of credit outstanding. These letters of credit are with large, highly rated financial institutions. The Company periodically reviews published default tables related to these institutions to assess the need for an allowance. Chemed believes that any expected credit loss related to outstanding letters of credit based on current economic conditions is not material. The allowance for credit losses is not material at December 31, 2024.

#### *CASH EQUIVALENTS*

Cash equivalents comprise short-term, highly liquid investments, including overnight deposits and money market funds that have original maturities of three months or less.

*CONCENTRATION OF RISK*

As of December 31, 2024, and 2023, approximately 64% and 75%, respectively, of VITAS' total accounts receivable balances were from Medicare and 31% and 19%, respectively, of VITAS' total accounts receivable balances were due from various state Medicaid or managed Medicaid programs. Combined accounts receivable from Medicare, Medicaid, and managed Medicaid represent approximately 78% of the consolidated net accounts receivable in the accompanying consolidated balance sheets as of December 31, 2024.

VITAS has a pharmacy services contract with one service provider for specified pharmacy services related to its hospice operations. Similarly, VITAS obtains the majority of its medical supplies from a single vendor. A large majority of VITAS' pharmaceutical and medical supplies purchases are from these vendors. The pharmaceutical and medical supplies purchased by VITAS are available through many providers in the United States. However, a disruption from VITAS' main service providers could adversely impact VITAS' operations, including temporary logistical challenges and increased cost associated with getting medication and medical supplies to our patients.

*INVENTORIES*

Substantially all of the inventories are either general merchandise or finished goods. Inventories are stated at the lower of cost or net realizable value. For determining the value of inventories, cost methods that reasonably approximate the first-in, first-out ("FIFO") method are used.

*DEPRECIATION AND PROPERTIES AND EQUIPMENT*

Depreciation of properties and equipment is computed using the straight-line method over the estimated useful lives of the assets. Leasehold improvements are amortized over the lesser of the remaining lease terms (excluding option terms) or their useful lives. Expenditures for maintenance, repairs, renewals and betterments that do not materially prolong the useful lives of the assets are expensed as incurred. The cost of property retired or sold and the related accumulated depreciation are removed from the accounts, and the resulting gain or loss is reflected currently in other operating expense or other income, net.

Expenditures for major software purchases and software developed for internal use are capitalized and depreciated using the straight-line method over the estimated useful lives of the assets. For software developed for internal use, external direct costs for materials and services and certain internal payroll and related fringe benefit costs are capitalized in accordance with the FASB's authoritative guidance on accounting for the costs of computer software developed or obtained for internal use.

The weighted average lives of our property and equipment at December 31, 2024, were:

Buildings and building improvements	14.5 yrs.
Transportation equipment	8.4
Machinery and equipment	5.0
Computer software	3.7
Furniture and fixtures	4.4

*GOODWILL AND INTANGIBLE ASSETS*

The table below shows a rollforward of goodwill (in thousands):

	<u>Vitas</u>	<u>Roto- Rooter</u>	<u>Total</u>
Balance at December 31, 2022	\$ 334,063	\$ 247,232	\$ 581,295
Business combinations	-	3,682	3,682
Foreign currency adjustments	-	40	40
Balance at December 31, 2023	\$ 334,063	\$ 250,954	\$ 585,017
Business combinations	<b>70,803</b>	<b>11,062</b>	<b>81,865</b>
Foreign currency adjustments	-	<b>(138)</b>	<b>(138)</b>
Balance at December 31, 2024	<b><u>\$ 404,866</u></b>	<b><u>\$ 261,878</u></b>	<b><u>\$ 666,744</u></b>

Identifiable, definite-lived intangible assets arise from purchase business combinations and are amortized using either an accelerated method or the straight-line method over the estimated useful lives of the assets. The selection of an amortization method is based on which method best reflects the economic pattern of usage of the asset. Reacquired franchise rights are amortized over the remaining term of the franchise agreement at the time of acquisition. The weighted average lives of our identifiable, definite-lived intangible assets at December 31, 2024, were:

Covenants not to compete	6.3 yrs.
Reacquired franchise rights	7.4
Referral networks	14.0
Customer lists	16.8

The date of our annual goodwill and indefinite-lived intangible asset impairment analysis is October 1. The VITAS trade name is considered to have an indefinite life. We also capitalize the direct costs of obtaining licenses to operate either hospice programs or plumbing operations subject to a minimum capitalization threshold. These costs are amortized over the life of the license using the straight-line method. Certificates of Need (“CON”), which are required in certain states for hospice operations, are generally granted without expiration and thus, we believe them to be indefinite-lived assets subject to impairment testing.

We consider that Roto-Rooter Corp. (“RRC”), Roto-Rooter Services Co. (“RRSC”) and VITAS are appropriate reporting units for testing goodwill impairment. We consider RRC and RRSC separate reporting units but one operating segment. This is appropriate as they each have their own set of general ledger accounts that can be analyzed at “one level below an operating segment” per the definition of a reporting unit in FASB guidance.

We completed our qualitative analysis for impairment of goodwill and our indefinite-lived intangible assets as of October 1, 2024. Based on our assessment, we do not believe that it is more likely than not that our reporting units or indefinite-lived assets fair values are less than their carrying values.

#### *LONG-LIVED ASSETS*

If we believe a triggering event may have occurred that indicates a possible impairment of our long-lived assets, we perform an estimate and valuation of the future benefits of our long-lived assets (other than goodwill, the VITAS trade name and capitalized CON costs) based on key financial indicators. If the projected undiscounted cash flows of a major business unit indicate that properties and equipment or identifiable, definite-lived intangible assets’ have been impaired, a write-down to fair value is made.

#### *LEASE ACCOUNTING*

In February 2016, the FASB issued Accounting Standards Update “ASU No. 2016-02 Leases” which introduced a lessee model that brings most leases onto the balance sheet and updates lessor accounting to align with changes in the lessee model and the revenue recognition standard. This standard is also referred to as Accountings Standards Codification No. 842 (“ASC 842”).

Our leases have remaining terms of less than 1 year to 13 years, some of which include options to extend the lease for up to 5 years, and some of which include options to terminate the lease within 1 year. We made a policy election to exclude leases with a lease term less than 12 months from being recorded on the balance sheet. We adopted the practical expedient related to the combining of lease and non-lease components, which allows us to account for the lease and non-lease components as a single lease component. We do not currently have any finance leases, all lease information disclosed is related to operating leases.

Chemed and each of its operating subsidiaries are service companies. As such, real estate leases comprise the largest lease obligation (and conversely, right of use asset) in our lease portfolio. VITAS has leased office space, as well as space for inpatient units (“IPUs”) and/or contract beds within hospitals. Roto-Rooter mainly has leased office space.

Roto-Rooter purchases equipment and leases it to certain of its Independent Contractors. We analyzed these leases in accordance with ASC 842 and determined they are operating leases. As a result, Roto-Rooter will continue to capitalize the equipment underlying these leases, depreciate the equipment and recognize rental income. See Note 14 for the detail of lease accounting.

#### *CLOUD COMPUTING*

As of December 31, 2024, Roto-Rooter has no significant capitalized implementation costs related to cloud computing.

VITAS utilizes a human resource system that is considered a cloud computing arrangement. We have capitalized approximately \$5.6 million related to implementation of this project which are included in prepaid assets in the accompanying balance sheets. The VITAS human resource system was placed into service in January 2020 and is being amortized over 5.7 years. For each of the years ending December 31, 2024, 2023 and 2022, amortization expense of \$995,000 has been recognized, respectively.

#### *OTHER ASSETS*

Debt issuance costs are included in other assets. Issuance costs related to revolving credit agreements are amortized using the straight-line method, over the life of the agreement. All other issuance costs are amortized using the effective interest method over the life of the debt. See Note 12 for the detail of other assets.

#### *SALES TAX*

The Roto-Rooter segment collects sales tax from customers when required by state and federal laws. We record the amount of sales tax collected net in the accompanying consolidated statements of income.

#### *OPERATING EXPENSES*

Cost of services provided and goods sold (excluding depreciation) includes salaries, wages and benefits of service providers and field personnel, material costs, medical supplies and equipment, pharmaceuticals, insurance costs, service vehicle costs and other expenses directly related to providing service revenues or generating sales. Selling, general and administrative expenses include salaries, wages, stock-based compensation expense and benefits of selling, marketing and administrative employees, advertising expenses, communication expenses, office rent and operating costs, legal, banking and professional fees and other administrative costs. The cost associated with VITAS sales personnel is included in cost of services provided and goods sold (excluding depreciation).

#### *ADVERTISING*

We expense the production costs of advertising the first time the advertising takes place. We pay for and expense the cost of internet advertising and placement on a “per click” basis. Similarly, the majority of our telephone directory listings and certain types of internet advertising are paid for and expensed on a “cost per call” basis. Advertising expense for the year ended December 31, 2024 was \$78.8 million (2023 – \$72.2 million; 2022 - \$68.6 million).

#### *OTHER CURRENT LIABILITIES*

See Note 21 for the detail of other current liabilities.

#### *STOCK-BASED COMPENSATION PLANS*

Stock-based compensation cost is measured at the grant date, based on the fair value of the award and recognized as expense over the employee’s requisite service period on a straight-line basis. See Note 4 for the detail on stock-based compensation.

#### *INSURANCE ACCRUALS*

For our Roto-Rooter segment and Corporate Office, we initially self-insure for all casualty insurance claims (workers’ compensation, auto liability and general liability). As a result, we closely monitor and frequently evaluate our historical claims experience to estimate the appropriate level of accrual for self-insured claims. Our third-party administrator (“TPA”) processes and reviews claims on a monthly basis. Currently, our exposure on any single claim is capped by stop-loss coverage at \$750,000, with the exception of auto liability claims which are capped at \$3.0 million of stop-loss coverage. In developing our estimates, we accumulate historical claims data for the previous 10 years to calculate loss development factors (“LDF”) by insurance coverage type. LDFs are applied to known claims to estimate the ultimate potential liability for known and unknown claims for each open policy year. LDFs are updated annually. Because this methodology relies heavily on historical claims data, the key risk is whether the historical claims are an accurate predictor of future claims exposure. The risk also exists that certain claims have been incurred and not reported on a timely basis. To mitigate these risks, in conjunction with our TPA, we closely monitor claims to ensure timely accumulation of data and compare claims trends with the industry experience of our TPA.

For the VITAS segment, we initially self-insure for workers’ compensation claims. Currently, VITAS’ exposure on any single claim is capped by stop-loss coverage at \$1,000,000. For VITAS’ self-insurance accruals for workers’ compensation, the valuation

methods used are similar to those used internally for our other business units. We are also insured for other risks with respect to professional liability with a deductible of \$1,000,000.

Our casualty insurance liabilities are recorded gross before any estimated recovery for amounts exceeding our stop loss limits. Estimated recoveries from insurance carriers are recorded as accounts receivable. Claims experience adjustments to our casualty and workers' compensation accrual for the years ended December 31, 2024, 2023 and 2022, were net pretax credits of (\$10,374,000), (\$6,862,000), and (\$5,790,000) respectively.

#### *INCOME TAXES*

Deferred taxes are provided on an asset and liability method whereby deferred tax assets are recognized for deductible temporary differences and operating loss carryforwards and deferred tax liabilities are recognized for taxable temporary differences. Temporary differences are the differences between the reported amount of assets and liabilities and their tax basis. Deferred tax assets are reduced by a valuation allowance when, in our opinion, it is more likely than not that some portion or all of the deferred tax assets will not be realized due to insufficient taxable income within the carryback or carryforward period available under the tax laws. Deferred tax assets and liabilities are adjusted for the effects of changes in law and rates on the date of enactment.

We are subject to income taxes in Canada, U.S. federal and most state jurisdictions. Judgement is required to determine our provision for income taxes. Our financial statements reflect expected future tax consequences of such uncertain positions assuming the taxing authorities' full knowledge of the position and all relevant facts.

Our effective income tax rate was 24.4%, 22.2% and 24.3% for the years ended December 31, 2024, 2023, and 2022, respectively. Excess tax benefit on stock options reduced our income tax expenses by \$4.4 million, \$4.3 million, and \$5.9 million for the years ended December 31, 2024, 2023 and 2022, respectively.

During the third quarter of 2023, the Company recognized a tax benefit from realignment of its state and local corporate tax structure based on the location of operating resources and profitability by business segment. This benefit includes a reduction in current state and local tax expense and a one time benefit of \$4.2 million in reduction of deferred tax liabilities reflecting the lower tax rates.

#### *CONTINGENCIES*

As discussed in Note 18, we are subject to various lawsuits and claims in the normal course of our business. In addition, we periodically receive communications from governmental and regulatory agencies concerning compliance with Medicare and Medicaid billing requirements at our VITAS subsidiary. We establish reserves for specific, uninsured liabilities in connection with regulatory and legal action that we deem to be probable and reasonably estimable. We record legal fees associated with legal and regulatory actions as the costs are incurred. We disclose material loss contingencies that are probable but not reasonably estimable and those that are at least reasonably possible.

#### *BUSINESS COMBINATIONS*

We account for acquired businesses using the acquisition method of accounting. All assets acquired and liabilities assumed are recorded at their respective fair values at the date of acquisition. The determination of fair value involves estimates and the use of valuation techniques when market value is not readily available. We use various techniques to determine fair value in accordance with accepted valuation models, primarily the income approach. The significant assumptions used in developing fair values include, but are not limited to, revenue growth rates, the amount and timing of future cash flows, discount rates, useful lives, royalty rates and future tax rates. The excess of purchase price over the fair value of assets and liabilities acquired is recorded as goodwill. See Note 7 for discussion of recent acquisitions.

#### *ESTIMATES*

The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States requires us to make estimates and assumptions that affect amounts reported in the consolidated financial statements and accompanying notes. Actual results could differ from those estimates.

## **2. Revenue Recognition**

In May 2014, the FASB issued Accounting Standards Update "ASU No. 2014-09 – Revenue from Contracts with Customers." The standard and subsequent amendments are theoretically intended to develop a common revenue standard for removing

inconsistencies and weaknesses, improve comparability, provide for more useful information to users through improved disclosure requirements and simplify the preparation of financial statements. The standard is also referred to as Accounting Standards Codification No. 606 (“ASC 606”).

### VITAS

Service revenue for VITAS is reported at the amount that reflects the ultimate consideration we expect to receive in exchange for providing patient care. These amounts are due from third-party payors, primarily commercial health insurers and government programs (Medicare and Medicaid), and includes variable consideration for revenue adjustments due to settlements of audits and reviews, as well as certain hospice-specific revenue capitations. Amounts are generally billed monthly or subsequent to patient discharge. Subsequent changes in the transaction price initially recognized are not significant.

Hospice services are provided on a daily basis and the type of service provided is determined based on a physician’s determination of each patient’s specific needs on that given day. Reimbursement rates for hospice services are on a per diem basis regardless of the type of service provided or the payor. Reimbursement rates from government programs are established by the appropriate governmental agency and are standard across all hospice providers. Reimbursement rates from health insurers are negotiated with each payor and generally structured to closely mirror the Medicare reimbursement model. The types of hospice services provided and associated reimbursement model for each are as follows:

*Routine Home Care* occurs when a patient receives hospice care in their home, including a nursing home setting. The routine home care rate is paid for each day that a patient is in a hospice program and is not receiving one of the other categories of hospice care. For Medicare patients, the routine home care rate reflects a two-tiered rate, with a higher rate for the first 60 days of a hospice patient’s care and a lower rate for days 61 and after. In addition, there is a Service Intensity Add-on payment which covers direct home care visits conducted by a registered nurse or social worker in the last seven days of a hospice patient’s life, reimbursed up to 4 hours per day in 15 minute increments at the continuous home care rate.

*General Inpatient Care* occurs when a patient requires services in a controlled setting for a short period of time for pain control or symptom management which cannot be managed in other settings. General inpatient care services must be provided in a Medicare or Medicaid certified hospital or long-term care facility or at a freestanding inpatient hospice facility with the required registered nurse staffing.

*Continuous Home Care* is provided to patients while at home, including a nursing home setting, during periods of crisis when intensive monitoring and care, primarily nursing care, is required in order to achieve palliation or management of acute medical symptoms. Continuous home care requires a minimum of 8 hours of care within a 24 hour day, which begins at midnight. The care must be predominantly nursing care provided by either a registered nurse or licensed nurse practitioner. While the published Medicare continuous home care rates are daily rates, Medicare pays for continuous home care in 15 minute increments. This 15 minute rate is calculated by dividing the daily rate by 96.

*Respite Care* permits a hospice patient to receive services on an inpatient basis for a short period of time in order to provide relief for the patient’s family or other caregivers from the demands of caring for the patient. A hospice can receive payment for respite care for a given patient for up to five consecutive days at a time, after which respite care is reimbursed at the routine home care rate.

Each level of care represents a separate promise under the contract of care and is provided independently for each patient contingent upon the patient’s specific medical needs as determined by a physician. However, the clinical criteria used to determine a patient’s level of care is consistent across all patients, given that, each patient is subject to the same payor rules and regulations. As a result, we have concluded that each level of care is capable of being distinct and is distinct in the context of the contract. Furthermore, we have determined that each level of care represents a stand ready service provided as a series of either days or hours of patient care. We believe that the performance obligations for each level of care meet criteria to be satisfied over time. VITAS recognizes revenue based on the service output. VITAS believes this to be the most faithful depiction of the transfer of control of services as the patient simultaneously receives and consumes the benefits provided by our performance. Revenue is recognized on a daily or hourly basis for each patient in accordance with the reimbursement model for each type of service. VITAS’ performance obligations relate to contracts with an expected duration of less than one year. Therefore, VITAS has elected to apply the optional exception provided in ASC 606 and is not required to disclose the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied or partially unsatisfied at the end of the reporting period. The unsatisfied or partially satisfied performance obligations referred to above relate to bereavement services provided to patients’ families for at least 12 months after discharge.

Care is provided to patients regardless of their ability to pay. Patients who meet our criteria for charity care are provided care without charge. There is no revenue or associated accounts receivable in the accompanying consolidated financial statements related to charity care. The cost of providing charity care during the years ended December 31, 2024, 2023 and 2022, was \$9.2 million, \$8.1 million and \$7.8 million, respectively and is included in cost of services provided and goods sold. The cost of charity care is calculated by taking the ratio of charity care days to total days of care and multiplying by total cost of care.

Generally, patients who are covered by third-party payors are responsible for related deductibles and coinsurance which vary in amount. VITAS also provides service to patients without a reimbursement source and may offer those patients discounts from standard charges. VITAS estimates the transaction price for patients with deductibles and coinsurance, along with those uninsured patients, based on historical experience and current conditions. The estimate of any contractual adjustments, discounts or implicit price concessions reduces the amount of revenue initially recognized. Subsequent changes to the estimate of the transaction price are recorded as adjustments to patient service revenue in the period of change. Subsequent changes that are determined to be the result of an adverse change in the patients' ability to pay (i.e. change in credit risk) are recorded as bad debt expense. VITAS has no material adjustments related to subsequent changes in the estimate of the transaction price or subsequent changes as the result of an adverse change in the patient's ability to pay for any period reported.

Laws and regulations concerning government programs, including Medicare and Medicaid, are complex and subject to varying interpretation. Compliance with such laws and regulations may be subject to future government review and interpretation. Additionally, the contracts we have with commercial health insurance payors provide for retroactive audit and review of claims. Settlement with third party payors for retroactive adjustments due to audits, reviews or investigations are considered variable consideration and are included in the determination of the estimated transaction price for providing patient care. The variable consideration is estimated based on the terms of the payment agreement, existing correspondence from the payor and our historical settlement activity. These estimates are adjusted in future periods, as new information becomes available.

We are subject to certain limitations on Medicare payments for services which are considered variable consideration, as follows:

*Inpatient Cap.* If the number of inpatient care days any hospice program provides to Medicare beneficiaries exceeds 20% of the total days of hospice care such program provided to all Medicare patients for an annual period beginning September 28, the days in excess of the 20% figure may be reimbursed only at the routine homecare rate. None of VITAS' hospice programs exceeded the payment limits on inpatient services during the years ended December 31, 2024, 2023 and 2022.

*Medicare Cap.* We are also subject to a Medicare annual per-beneficiary cap ("Medicare cap"). Compliance with the Medicare cap is measured in one of two ways based on a provider election. The "streamlined" method compares total Medicare payments received under a Medicare provider number with respect to services provided to all Medicare hospice care beneficiaries in the program or programs covered by that Medicare provider number with the product of the per-beneficiary cap amount and the number of Medicare beneficiaries electing hospice care for the first time from that hospice program or programs from September 28 through September 27 of the following year. At December 31, 2024, all our programs except three are using the "streamlined" method.

The "proportional" method compares the total Medicare payments received under a Medicare provider number with respect to services provided to all Medicare hospice care beneficiaries in the program or programs covered by the Medicare provider number between September 28 and September 27 of the following year with the product of the per beneficiary cap amount and a pro-rated number of Medicare beneficiaries receiving hospice services from that program during the same period. The pro-rated number of Medicare beneficiaries is calculated based on the ratio of days the beneficiary received hospice services during the measurement period to the total number of days the beneficiary received hospice services.

We actively monitor each of our hospice programs, by provider number, as to their specific admission, discharge rate and median length of stay data, as well as differences between reimbursement rate increases versus the increase in the per beneficiary cap, in an attempt to determine whether revenues are likely to exceed the annual per-beneficiary Medicare cap. Should we determine that revenues for a program are likely to exceed the Medicare cap based on projected trends, we attempt to institute corrective actions, which include changes to the patient mix and increased patient admissions. However, should we project our corrective action will not prevent that program from exceeding its Medicare cap, we estimate revenue recognized during the government fiscal year that will require repayment to the Federal government under the Medicare cap and record an adjustment to revenue of an amount equal to a ratable portion of our best estimate for the year.

During the year ended December 31, 2024 we recorded \$8.4 million in Medicare cap revenue reduction related to three programs' projected 2024 measurement period liability and five programs' 2025 measurement period liability.

**Chemed Corporation and Subsidiary Companies**

During the year ended December 31, 2023 we recorded \$8.0 million in Medicare cap revenue reduction related to two programs' projected 2023 measurement period liability and six programs' 2024 measurement period liability.

During the year ended December 31, 2022 we recorded \$7.9 million in Medicare cap revenue reduction related to two programs' projected 2022 measurement period liability and five programs' 2023 measurement period liability.

At December 31, 2024 and 2023, the Medicare cap liability included in other current liabilities on the accompanying balance sheets was \$13.6 million and \$13.2 million, respectively.

For VITAS' patients in the nursing home setting in which Medicaid pays the nursing home room and board, VITAS serves as a pass-through between Medicaid and the nursing home. We are responsible for paying the nursing home for that patient's room and board. Medicaid reimburses us for 95% of the amount we have paid. This results in a 5% net expense for VITAS related to nursing home room and board. This transaction creates a performance obligation in that VITAS is facilitating room and board being delivered to our patient. As a result, the 5% net expense is recognized as a contra-revenue account under ASC 606 in the accompanying financial statements.

The composition of patient care service revenue by payor and level of care for the year ended December 31, 2024 is as follows (in thousands):

	<u>Medicare</u>	<u>Medicaid</u>	<u>Commercial</u>	<u>Total</u>
<b>Routine home care</b>	\$ 1,249,009	49,807	27,672	\$ 1,326,488
<b>Inpatient care</b>	103,868	8,900	7,836	120,604
<b>Continuous care</b>	92,417	3,375	3,954	99,746
	<u>\$ 1,445,294</u>	<u>\$ 62,082</u>	<u>\$ 39,462</u>	<u>\$ 1,546,838</u>
<b>All other revenue - self-pay, respite care, etc.</b>				<u>19,455</u>
<b>Subtotal</b>				\$ 1,566,293
<b>Medicare cap adjustment</b>				(8,414)
<b>Implicit price concessions</b>				(13,597)
<b>Room and board, net</b>				<u>(13,304)</u>
<b>Net revenue</b>				<u>\$ 1,530,978</u>

The composition of patient care service revenue by payor and level of care for the year ended December 31, 2023 is as follows (in thousands):

	<u>Medicare</u>	<u>Medicaid</u>	<u>Commercial</u>	<u>Total</u>
Routine home care	\$ 1,067,629	44,833	23,975	\$ 1,136,437
Inpatient care	97,873	8,698	5,848	112,419
Continuous care	78,994	3,123	3,557	85,674
	<u>\$ 1,244,496</u>	<u>\$ 56,654</u>	<u>\$ 33,380</u>	<u>\$ 1,334,530</u>
<b>All other revenue - self-pay, respite care, etc.</b>				13,582
<b>Subtotal</b>				\$ 1,348,112
<b>Medicare cap adjustment</b>				(8,000)
<b>Implicit price concessions</b>				(14,196)
<b>Room and board, net</b>				<u>(10,851)</u>
<b>Net revenue</b>				<u>\$ 1,315,065</u>

## Chemed Corporation and Subsidiary Companies

The composition of patient care service revenue by payor and level of care for the year ended December 31, 2022 is as follows (in thousands):

	Medicare	Medicaid	Commercial	Total
Routine home care	\$ 973,206	\$ 43,340	\$ 22,665	\$ 1,039,211
Inpatient care	89,866	7,533	4,962	102,361
Continuous care	70,712	3,159	3,129	77,000
	<u>\$ 1,133,784</u>	<u>\$ 54,032</u>	<u>\$ 30,756</u>	<u>\$ 1,218,572</u>
All other revenue - self-pay, respite care, etc.				12,438
Subtotal				<u>\$ 1,231,010</u>
Medicare cap adjustment				(7,868)
Implicit price concessions				(12,004)
Room and board, net				(9,574)
Net revenue				<u>\$ 1,201,564</u>

### Roto-Rooter

Roto-Rooter provides plumbing, drain cleaning, water restoration and other related services to both residential and commercial customers primarily in the United States. Services are provided through a network of company-owned branches, Independent Contractors and franchisees. Service revenue for Roto-Rooter is reported at the amount that reflects the ultimate consideration we expect to receive in exchange for providing services.

Roto-Rooter owns and operates branches focusing mainly on large population centers in the United States. Roto-Rooter's primary lines of business in company-owned branches consist of plumbing, sewer and drain cleaning, excavation and water restoration. For purposes of ASC 606 analysis, plumbing, sewer and drain cleaning, and excavation have been combined into one portfolio and are referred to as "short-term core services". Water restoration is analyzed as a separate portfolio. The following describes the key characteristics of these portfolios:

*Short-term Core Services* are plumbing, drain and sewer cleaning and excavation services. These services are provided to both commercial and residential customers. The duration of services provided in this category range from a few hours to a few days. There are no significant warranty costs or on-going obligations to the customer once a service has been completed. For residential customers, payment is usually received at the time of job completion before the Roto-Rooter technician leaves the residence. Commercial customers may be granted credit subject to internally designated authority limits and credit check guidelines. If credit is granted, payment terms are generally 30 days or less.

Each job in this category is a distinct service with a distinct performance obligation to the customer. Revenue is recognized at the completion of each job. Variable consideration consists of pre-invoice discounts and post-invoice discounts. Pre-invoice discounts are given in the form of coupons or price concessions. Post-invoice discounts consist of credit memos generally granted to resolve customer service issues. Variable consideration is estimated based on historical activity and recorded at the time service is completed.

*Water Restoration Services* involve the remediation of water and humidity after a flood. These services are provided to both commercial and residential customers. The duration of services provided in this category generally ranges from 3 to 5 days. There are no significant warranties or on-going obligations to the customer once service has been completed. The majority of these services are paid in part by the customer's insurance company. Variable consideration relates primarily to allowances taken by insurance companies upon payment. Variable consideration is estimated based on historical activity and recorded at the time service is completed.

For both short-term core services and water restoration services, Roto-Rooter satisfies its performance obligation at a point in time. The services provided generally involve fixing plumbing, drainage or flood-related issues at the customer's property. At the time service is complete, the customer acknowledges its obligation to pay for service and its satisfaction with the service performed. This provides evidence that the customer has accepted the service and Roto-Rooter is now entitled to payment. As such, Roto-Rooter recognizes revenue for these services upon completion of the job and receipt of customer acknowledgement. Roto-Rooter's performance obligations for short-term core services and water restoration services relate to contracts with an expected duration of less than a year.

Therefore, Roto-Rooter has elected to apply the optional exception provided in ASC 606 and is not required to disclose the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied or partially unsatisfied at the end of the reporting period. Roto-Rooter does not have significant unsatisfied or partially unsatisfied performance obligations at the time of initial revenue recognition for short-term core or water restoration services.

Roto-Rooter owns the rights to certain territories and contracts with independent third-parties to operate the territory under Roto-Rooter’s registered trademarks (“Independent Contractors”). Such contracts are for a specified term but cancellable by either party without penalty with 90 days’ advance notice. Under the terms of these arrangements, Roto-Rooter provides certain back office support and advertising along with a limited license to use Roto-Rooter’s registered trademarks. The Independent Contractor is responsible for all day-to-day management of the business including staffing decisions and pricing of services provided. All performance obligations of Roto-Rooter cease at the termination of the arrangement.

Independent Contractors pay Roto-Rooter a standard fee calculated as a percentage of their cash collection from weekly sales. The primary value for the Independent Contractors under these arrangements is the right to use Roto-Rooter’s registered trademarks. Roto-Rooter recognizes revenue from Independent Contractors over-time (weekly) as the Independent Contractor’s labor sales are completed and payment from customers are received. Payment from Independent Contractors is also received on a weekly basis. The use of Roto-Rooter’s registered trademarks and advertising provides immediate value to the Independent Contractor as a result of Roto-Rooter’s nationally recognized brand. Therefore, over-time recognition provides the most faithful depiction of the transfer of services as the customer simultaneously receives and consumes the benefits provided. There is no significant variable consideration related to these arrangements.

Roto-Rooter has licensed the rights to operate under Roto-Rooter’s registered trademarks in other territories to franchisees. The contract is for a 10 year term but cancellable by Roto-Rooter for cause with 60 day advance notice without penalty. The franchisee may cancel the contract for any reason with 60 days advance notice without penalty. Under the terms of the contract, Roto-Rooter provides national advertising and consultation on various aspects of operating a Roto-Rooter business along with the right to use Roto-Rooter’s registered trademarks. The franchisee is responsible for all day-to-day management of the business including staffing decisions, pricing of services provided and local advertising spend and placement. All performance obligations of Roto-Rooter cease at the termination of the arrangement.

Franchisees pay Roto-Rooter a standard monthly fee based on the population within the franchise territory. The standard fee is revised on a yearly basis based on changes in the Consumer Price Index for All Urban Consumers. The primary value for the franchisees under this arrangement is the right to use Roto-Rooter’s registered trademarks for plumbing, drain care cleaning and water restoration services. Roto-Rooter recognizes revenue from franchisees over-time (monthly). Payment from franchisees is also received on a monthly basis. The use of Roto-Rooter’s registered trademarks and advertising provides immediate value to the franchisees as a result of Roto-Rooter’s nationally recognized brand. Therefore, over-time recognition provides the most faithful depiction of the transfer of services as the customer simultaneously receives and consumes the benefits provided. There is no significant variable consideration related to these arrangements.

The composition of disaggregated revenue for the years ended December 31, 2024, 2023 and 2022 is as follows (in thousands):

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Drain cleaning	\$ 237,534	\$ 249,069	\$ 261,606
Plumbing	181,370	196,695	194,274
Excavation	227,413	233,196	222,945
Other	883	936	708
Subtotal - short term core	<u>647,200</u>	679,896	679,533
Water restoration	178,016	185,550	169,434
Independent contractors	72,777	85,749	84,442
Franchisee fees	5,814	5,658	5,591
Other	23,329	19,083	16,859
Gross revenue	<u>\$ 927,136</u>	<u>\$ 975,936</u>	<u>\$ 955,859</u>
Implicit price concessions and credit memos	<u>(26,827)</u>	<u>(26,584)</u>	<u>(22,460)</u>
Net revenue	<u>\$ 900,309</u>	<u>\$ 949,352</u>	<u>\$ 933,399</u>

### 3. Long-Term Debt and Lines of Credit

On June 28, 2022, we replaced our existing credit facility with a fifth amended and restated Credit Agreement (“2022 Credit Facilities”). Terms of the 2022 Credit Facilities consist of a five-year \$450 million revolver as well as a five-year \$100 million term loan. The 2022 Credit Facilities have a floating interest rate that is generally the secured overnight financing rate (“SOFR”) plus an additional tiered rate which varies based on our current leverage ratio. As of December 31, 2024 and 2023, the interest rate is SOFR plus 100 basis points. The 2022 Credit Facilities include an expansion feature that provides the Company the opportunity to increase its revolver and or term loan by an additional \$250 million.

We made prepayments totaling \$75.0 million plus a regularly scheduled payment of \$1.25 million in the first quarter of 2023 on the \$100.0 million term loan. We paid the remaining balance of \$21.3 million in April 2023. There were no prepayment penalties associated with repayments. There are no significant deferred debt issuance costs capitalized related to the term loan. This prepayment reduced the total borrowing capacity of the 2022 Credit Facilities from \$550.0 million to \$450.0 million as of December 31, 2023.

Capitalized interest was not material for any of the periods shown. Summarized below are the total amounts of interest paid during the years ended December 31 (in thousands):

<b>2024</b>	<b>\$ 1,161</b>
2023	2,645
2022	3,706

The 2022 Credit Facilities contains the following quarterly financial covenants effective as of December 31, 2024:

Description	Requirement	Chemed December 31, 2024
Leverage Ratio (Consolidated Indebtedness/Consolidated Adj. EBITDA)	< 3.50 to 1.00	<b>(0.06) to 1.00</b>
Interest Coverage Ratio (Consolidated Adj. EBITDA/Consolidated Interest Expense)	> 3.00 to 1.00	<b>275.64 to 1.00</b>

We are in compliance with all debt covenants as of December 31, 2024. We have issued \$45.5 million in standby letters of credit as of December 31, 2024 for insurance purposes. Issued letters of credit reduce our available credit under the 2022 Credit Facilities. As of December 31, 2024, we have approximately \$404.5 million of unused lines of credit available and eligible to be drawn down under our revolving credit facility.

### 4. Stock-Based Compensation Plans

We have three stock incentive plans under which a total of 4.4 million shares were able to be issued to key employees and directors through a grant of stock options, stock awards and/or performance stock units (“PSUs”). The Compensation/Incentive Committee (“CIC”) of the Board of Directors administers these plans.

We grant stock options, stock awards and PSUs to our officers, other key employees and directors to better align their long-term interests with those of our shareholders. We grant stock options at an exercise price equal to the market price of our stock on the date of grant. Options vest ratably annually over a three year period. Those granted after 2014 have a contractual life of 5 years; those granted prior to 2014 have a contractual life of 10 years. Unrestricted stock awards generally are granted to our non-employee directors annually at the time of our annual meeting. PSUs are contingent upon achievement of multi-year earnings per share (“EPS”) targets or total shareholder return (“TSR”) targets. Upon achievement of targets, PSUs are converted to unrestricted shares of stock.

At the end of 2023, the then Chief Financial Officer (CFO) transitioned to an employee advisor role. In early 2024, in connection with this change of roles, the CFO’s employment agreement terminated, and the CFO was given a one-time grant of 6,424 PSUs to be paid based on the Company’s TSR performance for the fiscal years 2024 to 2026. This one-time grant is structured the same as the Company’s standard TSR-based PSU grants with the exception that there are no future service requirements to be satisfied by the employee and a minimum value of shares are guaranteed. Based on the structure of the one-time award, the entire value of the award,

\$5.3 million, was recognized as compensation expense in SG&A in the consolidated statements of income for the period ended March 31, 2024.

We recognize the cost of stock options, stock awards and PSUs on a straight-line basis over the service life of the award, generally the vesting period. We include the cost of all stock-based compensation in selling, general and administrative expense.

In May 2024, the CIC granted 2,272 unrestricted shares of stock to the Company's outside directors.

*PERFORMANCE AWARDS*

The CIC determines a targeted number of PSUs to be granted to each participant. A participant can ultimately receive up to 200% of the targeted PSUs based upon exceeding the respective EPS and TSR targets.

In February 2022, 2023, and 2024, the CIC granted PSUs contingent upon the achievement of certain TSR targets as compared to the TSR of a group of peer companies for the three-year measurement period, at which date the awards may vest. We utilize a Monte Carlo simulation approach in a risk-neutral framework with inputs including historical volatility and the risk-free rate of interest to value these TSR awards. We amortize the total estimated cost over the service period of the award.

In February 2022, 2023, and 2024, the CIC granted PSUs contingent on the achievement of certain EPS targets over the three-year measurement period. At the end of each reporting period, we estimate the number of shares of stock we believe will ultimately vest and record that expense over the service period of the award.

Comparative data for the PSUs include:

	<u>2024 Awards</u>	<u>2023 Awards</u>	<u>2022 Awards</u>
<b>TSR Awards</b>			
Shares of stock granted - target	7,133	8,107	7,983
Per-share fair value	\$ 673.71	\$ 633.32	\$ 595.70
Volatility	21.8 %	25.5 %	30.4 %
Risk-free interest rate	4.4 %	4.3 %	1.7 %
<b>EPS Awards</b>			
Shares of stock granted - target	7,133	8,107	7,983
Per-share fair value	\$ 586.49	\$ 515.12	\$ 459.77
<b>TSR Awards - Former CFO One-Time Grant</b>			
Shares of stock granted - target	6,424	-	-
Per-share fair value	\$ 830.86	\$ -	\$ -
Volatility	22.00	-	-
Risk-free interest rate	4.07	-	-
<b>Common Assumptions</b>			
Service period (years)	2.9	2.9	2.9
Three-year measurement period ends December 31,	2026	2025	2024

Chemed Corporation and Subsidiary Companies

The following table summarizes total stock option, stock award and PSU activity during 2024:

	Stock Options				Stock Awards		Performance Units (PSUs)			
	Number of Options	Weighted Average		Aggregate Intrinsic Value (thousands)	Number of Awards	Weighted Average Grant-Date Per-Share Fair Value	Number of Target Units	Weighted Average Grant-Date Price		
		Exercise Price	Remaining Contractual Life (Years)						Number of Awards	Per-Share Fair Value
Outstanding at December 31, 2023	1,117,223	\$ 462.94		-	\$ -	44,154	\$ 549.65			
Granted	318,015	597.70		2,272	564.34	20,690	692.43			
Exercised/Vested	(226,836)	410.02		(2,272)	564.34	(9,559)	555.98			
Canceled/ Forfeited	(26,221)	485.20		-	-	(3,565)	529.51			
Outstanding at December 31, 2024	<u>1,182,181</u>	\$ 508.85	3.2	49,497	-	<u>51,720</u>	\$ 606.99			
Vested and expected to vest										
at December 31, 2024	1,182,181	\$ 508.85	3.2	49,497	\$ -	54,200*	\$ 565.33			
Exercisable at December 31, 2024	569,991	466.88	2.2	37,929	n.a.	n.a.	n.a.			

\* Amount includes 20,756 share units which vested and were converted to shares of stock and distributed in the first quarter of 2025.

We estimate the fair value of stock options using the Black-Scholes valuation model. We determine expected term, volatility, and dividend yield and forfeiture rate based on our historical experience. We believe that historical experience is the best indicator of these factors.

Comparative data for stock options, stock awards and PSUs include (in thousands, except per-share amounts):

	Years Ended December 31,		
	2024	2023	2022
Total compensation expense of stock-based compensation plans charged against income	\$ 52,110	\$ 40,793	\$ 33,613
Total income tax benefit recognized in income for stock based compensation expense charged against income	12,730	9,709	8,487
Total intrinsic value of stock options exercised	42,914	54,681	53,339
Total intrinsic value of stock awards vested during the period	1,282	1,444	1,170
Per-share weighted average grant-date fair value of stock awards granted	564.34	545.69	496.25

The assumptions we used to value stock option grants are as follows:

	2024	2023	2022
Stock price on date of issuance	\$ 597.70	\$ 509.46	\$ 462.04
Grant date fair value per option	\$ 114.55	\$ 111.24	\$ 104.69
Number of options granted	318,015	315,555	312,598
Expected term (years)	3.5	3.5	3.5
Risk free rate of return	4.02%	4.99%	4.39%
Volatility	17.81%	19.24%	22.29%
Dividend yield	0.3%	0.3%	0.3%
Forfeiture rate	-	-	-

Other data for stock options, stock awards and PSUs for 2024 include (dollar amounts in thousands):

	<u>Stock Options</u>	<u>Stock Awards</u>	<u>PSUs</u>
Total unrecognized compensation at the end of the year	\$ 62,439	\$ -	\$ 11,385
Weighted average period over which unrecognized compensation to be recognized (years)	2.2	-	1.6
Actual income tax benefit realized	\$ 9,570	\$ 286	\$ 2,520
Aggregate intrinsic value vested and expected to vest	\$ 49,497	\$ -	\$ 28,912

*EMPLOYEE STOCK PURCHASE PLAN (“ESPP”)*

The ESPP allows eligible participants to purchase shares of stock through payroll deductions at current market value. We pay administrative and broker fees associated with the ESPP. Shares of stock purchased for the ESPP are purchased on the open market and credited directly to participants’ accounts. In accordance with the FASB’s guidance, the ESPP is non-compensatory.

**5. Segments and Nature of the Business**

In November 2023, the FASB issued Accounting Standards Update “ASU 2023-07 – Improvements to Reportable Segment Disclosures”. The guidance provides enhanced disclosures about significant segment expenses. The purpose of the amendment is to provide investors with a better understanding of an entity’s overall performance and assess potential future cash flows. The ASU does not change how an entity identifies its operating segments. We adopted ASU 2023-07 for the year ending December 31, 2024, and applied a retrospective approach to all periods presented in our consolidated financial statements.

Our segments include the VITAS segment and the Roto-Rooter segment, which comprise the structure used by our President and Chief Executive Officer, who has been determined to be our Chief Operating Decision Maker (“CODM”) to make key operating decisions and assess performance. Relative contributions of each segment to service revenues and sales were 63% and 37% in 2024, 58% and 42% in 2023, and 56% and 44% in 2022. The vast majority of our service revenues and sales from continuing operations are generated from business within the United States. Service revenues and sales by business segment are shown in Note 2.

The reportable segments have been defined along service lines, which is consistent with the way the businesses are managed. In determining reportable segments, the RRSC and RRC operating units of the Roto-Rooter segment have been aggregated on the basis of possessing similar operating and economic characteristics. The characteristics of these operating segments and the basis for aggregation are reviewed annually.

We report corporate administrative expenses and unallocated investing and financing income and expense not directly related to either segment as “Corporate”. Corporate administrative expense includes the stewardship, accounting and reporting, legal, tax and other costs of operating a publicly held corporation. Corporate investing and financing income and expenses include the costs and income associated with corporate debt and investment arrangements.

Our CODM evaluates the segments’ operating performance based mainly on income/(loss) from operations. For each segment, the CODM compares segment income/(loss) from operations in the annual budgeting and monthly forecasting process to actual results. The CODM considers variances on a monthly basis for evaluating performance of each segment and making decisions about allocating resources to each segment.

Chemed Corporation and Subsidiary Companies

Segment data are set forth below (in thousands):

2024 (in thousands)	VITAS	Roto-Rooter	Reportable Segments	Corporate	Chemed Consolidated
Service revenues and sales	\$ 1,530,978	\$ 900,309	\$ 2,431,287	\$ -	\$ 2,431,287
<b>Cost of services provided and goods sold (excluding depreciation)</b>					
Wages	860,025	303,458	1,163,483	-	1,163,483
Patient care expense	148,165	-	148,165	-	148,165
Other expenses	138,613	126,678	265,291	-	265,291
<b>Total cost of services provided and goods sold</b>	<b>1,146,803</b>	<b>430,136</b>	<b>1,576,939</b>	<b>-</b>	<b>1,576,939</b>
<b>Selling, general and administrative expense</b>					
Wages	69,139	81,519	150,658	17,132	167,790
Advertising	-	73,147	73,147	-	73,147
Stock compensation	-	-	-	52,185	52,185
Other expenses	30,425	78,186	108,611	22,627	131,238
<b>Total selling, general and administrative expense</b>	<b>99,564</b>	<b>232,852</b>	<b>332,416</b>	<b>91,944</b>	<b>424,360</b>
Depreciation	20,362	32,452	52,814	50	52,864
Amortization	105	10,080	10,185	-	10,185
Other operating expense	178	268	446	-	446
<b>Total costs and expenses</b>	<b>1,267,012</b>	<b>705,788</b>	<b>1,972,800</b>	<b>91,994</b>	<b>2,064,794</b>
<b>Income/(loss) from operations</b>	<b>263,966</b>	<b>194,521</b>	<b>458,487</b>	<b>(91,994)</b>	<b>366,493</b>
Interest expense	(171)	(431)	(602)	(1,178)	(1,780)
Intercompany interest income/(expense)	20,211	14,397	34,608	(34,608)	-
Other income - net	227	69	296	34,456	34,752
<b>Income/(expense) before income taxes</b>	<b>284,233</b>	<b>208,556</b>	<b>492,789</b>	<b>(93,324)</b>	<b>399,465</b>
Income taxes	(67,414)	(48,510)	(115,924)	18,458	(97,466)
<b>Net income/(loss)</b>	<b>\$ 216,819</b>	<b>\$ 160,046</b>	<b>\$ 376,865</b>	<b>\$ (74,866)</b>	<b>\$ 301,999</b>
Identifiable assets	\$ 839,568	\$ 529,076	\$ 1,368,644	\$ 299,931	\$ 1,668,575
Additions to long-lived assets	\$ 108,629	\$ 38,274	\$ 146,903	\$ 275	\$ 147,178

Chemed Corporation and Subsidiary Companies

2023 (in thousands)	VITAS	Roto-Rooter	Reportable Segments	Corporate	Chemed Consolidated
Service revenues and sales	\$ 1,315,065	\$ 949,352	\$ 2,264,417	\$ -	\$ 2,264,417
Cost of services provided and goods sold (excluding depreciation)					
Wages	766,264	307,160	1,073,424	-	1,073,424
Patient care expense	126,259	-	126,259	-	126,259
Other expenses	125,100	140,819	265,919	-	265,919
Total cost of services provided and good sold	<u>1,017,623</u>	<u>447,979</u>	<u>1,465,602</u>	<u>-</u>	<u>1,465,602</u>
Selling, general and administrative expense					
Wages	62,503	83,070	145,573	17,993	163,566
Advertising	-	67,709	67,709	-	67,709
Stock compensation	-	-	-	41,771	41,771
Other expenses	30,793	80,808	111,601	10,473	122,074
Total selling, general and administrative expense	<u>93,296</u>	<u>231,587</u>	<u>324,883</u>	<u>70,237</u>	<u>395,120</u>
Depreciation	19,959	30,790	50,749	53	50,802
Amortization	104	9,959	10,063	-	10,063
Other operating expense	(12)	2,273	2,261	-	2,261
Total costs and expenses	<u>1,130,970</u>	<u>722,588</u>	<u>1,853,558</u>	<u>70,290</u>	<u>1,923,848</u>
Income/(loss) from operations	184,095	226,764	410,859	(70,290)	340,569
Interest expense	(180)	(442)	(622)	(2,486)	(3,108)
Intercompany interest income/(expense)	19,400	11,918	31,318	(31,318)	-
Other income - net	1,309	126	1,435	11,471	12,906
Income/(expense) before income taxes	204,624	238,366	442,990	(92,623)	350,367
Income taxes	(46,115)	(50,125)	(96,240)	18,382	(77,858)
Net income/(loss)	<u>\$ 158,509</u>	<u>\$ 188,241</u>	<u>\$ 346,750</u>	<u>\$ (74,241)</u>	<u>\$ 272,509</u>
Identifiable assets	\$ 778,950	\$ 523,450	\$ 1,302,400	\$ 365,695	\$ 1,668,095
Additions to long-lived assets	\$ 17,450	\$ 43,514	\$ 60,964	\$ 274	\$ 61,238

Chemed Corporation and Subsidiary Companies

2022 (in thousands)	VITAS	Roto-Rooter	Reportable Segments	Corporate	Chemed Consolidated
Service revenues and sales	\$ 1,201,564	\$ 933,399	\$ 2,134,963	\$ -	\$ 2,134,963
Cost of services provided and goods sold (excluding depreciation)					
Wages	694,419	301,680	996,099	-	996,099
Patient care expense	116,343	-	116,343	-	116,343
Other expenses	121,099	136,336	257,435	-	257,435
Total cost of services provided and goods sold	931,861	438,016	1,369,877	-	1,369,877
Selling, general and administrative expense					
Wages	55,416	82,404	137,820	17,551	155,371
Advertising	-	61,630	61,630	-	61,630
Stock compensation	-	-	-	34,055	34,055
Other expenses	33,771	78,223	111,994	(4,323)	107,671
Total selling, general and administrative expense	89,187	222,257	311,444	47,283	358,727
Depreciation	21,955	27,075	49,030	72	49,102
Amortization	101	9,969	10,070	-	10,070
Other operating expense	3,337	354	3,691	-	3,691
Total costs and expenses	1,046,441	697,671	1,744,112	47,355	1,791,467
Income/(loss) from operations	155,123	235,728	390,851	(47,355)	343,496
Interest expense	(172)	(396)	(568)	(4,016)	(4,584)
Intercompany interest income/(expense)	18,901	9,345	28,246	(28,246)	-
Other income - net	600	138	738	(9,971)	(9,233)
Income/(expense) before income taxes	174,452	244,815	419,267	(89,588)	329,679
Income taxes	(43,000)	(58,695)	(101,695)	21,640	(80,055)
Net income/(loss)	\$ 131,452	\$ 186,120	\$ 317,572	\$ (67,948)	\$ 249,624
Identifiable assets	\$ 750,483	\$ 512,424	\$ 1,262,907	\$ 179,105	\$ 1,442,012
Additions to long-lived assets	\$ 22,580	\$ 39,111	\$ 61,691	\$ 177	\$ 61,868

**6. Intangible Assets**

Amortization of definite-lived intangible assets for the years ended December 31, 2024, 2023 and 2022, was \$10.2 million, \$10.1 million and \$10.1 million, respectively. The following is a schedule by year of projected amortization expense for definite-lived intangible assets (in thousands):

2025	\$	10,268
2026		9,921
2027		616
2028		412
2029		238
Thereafter		1,555

The balance in identifiable intangible assets comprises the following (in thousands):

	<u>Gross Asset</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>
<b>December 31, 2024</b>			
Referral networks	\$ 1,228	\$ (507)	\$ 721
Covenants not to compete	2,579	(2,422)	157
Customer lists	4,744	(2,433)	2,311
Reacquired franchise rights	<u>73,605</u>	<u>(53,785)</u>	<u>19,820</u>
Subtotal - definite-lived intangibles	82,156	(59,147)	23,009
VITAS trade name	51,300	-	51,300
Roto-Rooter trade name	150	-	150
Operating licenses	<u>17,747</u>	<u>-</u>	<u>17,747</u>
<b>Total</b>	<b><u>\$ 151,353</u></b>	<b><u>\$ (59,147)</u></b>	<b><u>\$ 92,206</u></b>
<b>December 31, 2023</b>			
Referral networks	\$ 1,228	\$ (413)	\$ 815
Covenants not to compete	2,476	(2,354)	122
Customer lists	4,746	(2,220)	2,526
Reacquired franchise rights	<u>72,821</u>	<u>(43,978)</u>	<u>28,843</u>
Subtotal - definite-lived intangibles	81,271	(48,965)	32,306
VITAS trade name	51,300	-	51,300
Roto-Rooter trade name	150	-	150
Operating licenses	<u>6,508</u>	<u>-</u>	<u>6,508</u>
<b>Total</b>	<b><u>\$ 139,229</u></b>	<b><u>\$ (48,965)</u></b>	<b><u>\$ 90,264</u></b>

## 7. Acquisitions

On March 11, 2024, Roto-Rooter completed the acquisition of one franchise in New Jersey for \$5.8 million in cash. On March 27, 2024, Roto-Rooter completed the acquisition of one franchise in Texas for \$1.5 million in cash. On August 20, 2024, Roto-Rooter completed the acquisition of one franchise in Kentucky for \$5.1 million in cash.

On April 17, 2024, VITAS completed the purchase of all hospice operations and an assisted living facility from Covenant Health and Community Services, Inc d/b/a/ Covenant Care (“Covenant”) for an aggregated purchase price of \$85.0 million in cash.

The purchase price allocation of the acquired VITAS business is as follows (in thousands):

Goodwill	\$ 70,803
Operating licenses	10,960
Property, plant, and equipment	<u>3,237</u>
	<b><u>\$ 85,000</u></b>

The pro forma revenue and earnings for the Company for the years ended December 31, 2024 and 2023 as if the Covenant acquisition made in 2024 was completed on January 1, 2023 are as follows (in thousands, except per share data):

	<u>For the Years Ended December 31,</u>	
	<u>2024</u>	<u>2023</u>
Service revenues and sales	\$ 2,448,419	\$ 2,320,177
Net income	\$ 306,224	\$ 279,615
Earnings per share	\$ 20.38	\$ 18.58
Diluted earnings per share	\$ 20.16	\$ 18.40

Revenue and net income from other acquisitions made in 2024, 2023 and 2022 are not material.

In 2023, Roto-Rooter completed the acquisition of one franchise in South Carolina for \$305,000 in cash and one franchise in Georgia for \$3.689 million in cash.

In 2022, Roto-Rooter acquired three franchises in New Jersey for a total of \$2.29 million in cash. VITAS purchased the hospice assets of one Florida provider for \$1.24 million in cash.

Goodwill is assessed for impairment on a yearly basis as of October 1. The primary factor that contributed to the purchase price resulting in the recognition of goodwill is operational efficiencies expected as a result of consolidating stand-alone franchises and Roto-Rooter's network of nationwide branches. All goodwill recognized is deductible for tax purposes.

## 8. Discontinued Operations

At December 31, 2024 and 2023, the accrual for our estimated liability for potential environmental cleanup and related costs arising from the 1991 sale of DuBois amounted to \$1.7 million. Of the 2024 balance, \$826,000 is included in other current liabilities and \$895,000 is included in other liabilities (long-term).

We are contingently liable for additional DuBois-related environmental cleanup and related costs up to a maximum of \$14.9 million. On the basis of a continuing evaluation of the potential liability, we believe it is not probable this additional liability will be paid. Accordingly, no provision for this contingent liability has been recorded. The potential liability is not insured, and the recorded liability does not assume the recovery of insurance proceeds. Also, the environmental liability has not been discounted because it is not possible to reliably project the timing of payments. We believe that any adjustments to our recorded liability will not materially adversely affect our financial position, results of operations or cash flows.

## 9. Cash Overdrafts, Cash Equivalents, and Supplemental Cash Flow Disclosure

Included in the accompanying Consolidated Balance Sheets are \$1.1 million, \$690,000, and \$1.9 million of capitalized property and equipment which were not paid for as of December 31, 2024, 2023, and 2022, respectively. These amounts have been excluded from capital expenditures in the accompanying Consolidated Statements of Cash Flows. There are no material non-cash amounts included in interest expense for any period presented.

There are no cash overdrafts included in accounts payable as of December 31, 2024. There was \$15.7 million of cash overdrafts included in accounts payable as of December 31, 2023.

From time to time throughout the year, we invest excess cash in money market funds directly with major commercial banks. We closely monitor the creditworthiness of the institutions with which we invest our overnight funds. In 2023, Chemed began investing excess cash in a money market fund holding US Treasuries. Deposits and withdrawals are made daily, based on the Company's excess cash balance. There are no penalties associated with withdrawals. The accounts bear interest at a normal market rate.

## 10. Other Income/(Expense) -- Net

Other income/(expense) -- net comprises the following (in thousands):

	<b>For the Years Ended December 31,</b>		
	<b>2024</b>	<b>2023</b>	<b>2022</b>
Market value gains/(losses) related to deferred compensation trusts	\$ 20,139	\$ 6,404	\$ (9,970)
Interest income	14,610	6,270	355
Other	3	232	382
Total other income/(expense)	<u>\$ 34,752</u>	<u>\$ 12,906</u>	<u>\$ (9,233)</u>

The market value gain or loss relates to realized and unrealized activity on the assets in the deferred compensation trust. There is an offsetting amount in selling, general and administrative expense to reflect the corresponding increase or decrease in the liability.

## 11. Income Taxes

The provision for income taxes comprises the following (in thousands):

	For the Years Ended December 31,		
	2024	2023	2022
Current			
U.S. federal	\$ 85,802	\$ 75,333	\$ 52,910
U.S. state and local	15,301	9,983	11,813
Foreign	501	569	505
Deferred			
U.S. federal, state and local	(4,140)	(8,029)	14,821
Foreign	2	2	6
Total	<u>\$ 97,466</u>	<u>\$ 77,858</u>	<u>\$ 80,055</u>

A summary of the temporary differences that give rise to deferred tax assets/ (liabilities) follows (in thousands):

	December 31,	
	2024	2023
Accrued liabilities	\$ 42,411	\$ 39,436
Lease liabilities	33,982	34,028
Stock compensation expense	11,229	9,023
Implicit price concessions	8,115	7,294
State net operating loss carryforwards	1,839	1,652
Other	1,214	1,259
Deferred income tax assets	<u>98,790</u>	<u>92,692</u>
Amortization of intangible assets	(42,754)	(40,747)
Accelerated tax depreciation	(29,814)	(32,411)
Right of use lease assets	(30,679)	(30,891)
Deposit with OAS	(11,413)	(11,413)
Currents assets	(4,244)	(4,272)
State income taxes	(2,042)	(2,552)
Market valuation of investments	(3,661)	(600)
Other	(128)	(127)
Deferred income tax liabilities	<u>(124,735)</u>	<u>(123,013)</u>
Net deferred income tax liabilities	<u>\$ (25,945)</u>	<u>\$ (30,321)</u>

At December 31, 2024 and 2023, state net operating loss carryforwards were \$39.4 million and \$36.0 million, respectively. These net operating losses will expire, in varying amounts, between 2025 and 2044. Based on our history of operating earnings, we have determined that our operating income will, more likely than not, be sufficient to ensure realization of our deferred income tax assets.

A reconciliation of the beginning and ending of year amount of our unrecognized tax benefit is as follows (in thousands):

	2024	2023	2022
Balance at January 1,	\$ 1,221	\$ 1,313	\$ 1,379
Decrease due to expiration of statute of limitations	(207)	(355)	(422)
Unrecognized tax benefits due to positions taken in current year	695	263	356
Balance at December 31,	<u>\$ 1,709</u>	<u>\$ 1,221</u>	<u>\$ 1,313</u>

We file tax returns in the U.S. federal jurisdiction and various states. The years ended December 31, 2021 and forward remain open for review for federal income tax purposes. The earliest open year relating to any of our major state jurisdictions is the fiscal year ended December 31, 2019. During the next twelve months, we do not anticipate a material net change in unrecognized tax benefits.

## Chemmed Corporation and Subsidiary Companies

We classify interest related to our accrual for uncertain tax positions in separate interest accounts. As of December 31, 2024, and 2023, we have approximately \$275,000 and \$145,000, respectively, accrued in interest payable related to uncertain tax positions. These accruals are included in other current liabilities in the accompanying consolidated balance sheet. Net interest expense related to uncertain tax positions included in interest expense in the accompanying consolidated statement of income is not material.

The difference between the actual income tax provision for continuing operations and the income tax provision calculated at the statutory U.S. federal tax rate is explained as follows (in thousands):

	<b>For the Years Ended December 31,</b>		
	<b>2024</b>	<b>2023</b>	<b>2022</b>
Income tax provision calculated using the statutory rate of 21%	\$ 83,888	\$ 73,577	\$ 69,233
State and local income taxes, less federal income tax effect	11,811	2,306	10,207
Nondeductible expenses	7,438	6,600	6,958
Excess stock compensation tax benefits	(4,442)	(4,330)	(5,928)
Other--net	(1,229)	(295)	(415)
Income tax provision	<u>\$ 97,466</u>	<u>\$ 77,858</u>	<u>\$ 80,055</u>
Effective tax rate	<u>24.4 %</u>	<u>22.2 %</u>	<u>24.3 %</u>

During the third quarter of 2023, the Company recognized a tax benefit from realignment of its state and local corporate tax structure based on the location of operating resources and profitability by business segment. This benefit includes a reduction in current state and local tax expense and a one-time benefit of \$4.2 million in reduction of deferred tax liabilities reflecting the lower tax rates.

Summarized below are the total amounts of income taxes paid during the years ended December 31 (in thousands):

<b>2024</b>	<b>\$ 98,728</b>
2023	73,876
2022	65,894

Provision has not been made for additional taxes on \$35.1 million of undistributed earnings of our domestic subsidiaries. Should we elect to sell our interest in these businesses rather than to affect a tax-free liquidation, additional taxes amounting to approximately \$8.0 million would be incurred based on current income tax rates.

## 12. Other Assets

Other assets comprise of the following (in thousands):

	<b>December 31,</b>	
	<b>2024</b>	<b>2023</b>
Deposit with OAS (Note 18)	\$ 46,968	\$ 46,968
Cash surrender value life insurance	3,780	3,651
Noncurrent advances and deposits	2,222	2,139
Deferred debt costs (Note 3)	937	1,197
Other	1,850	1,663
Total other assets	<u>\$ 55,757</u>	<u>\$ 55,618</u>

### 13. Properties and Equipment

A summary of properties and equipment follows (in thousands):

	December 31,	
	2024	2023
Land	\$ 12,348	\$ 14,356
Buildings and building improvements	140,656	130,695
Transportation equipment	93,025	89,910
Machinery and equipment	167,767	164,249
Computer software	76,251	72,646
Furniture and fixtures	83,184	78,068
Projects under development	9,607	8,788
Total properties and equipment	582,838	558,712
Less accumulated depreciation	(382,001)	(354,872)
Net properties and equipment	\$ 200,837	\$ 203,840

The net book value of computer software at December 31, 2024 and 2023, was \$8.1 million and \$8.0 million, respectively. Depreciation expense for computer software was \$4.3 million, \$4.5 million and \$5.5 million for the years ended December 31, 2024, 2023 and 2022, respectively.

### 14. Leases

Chemed and each of its operating subsidiaries are service companies. As such, real estate leases comprise the largest lease obligation (and conversely, right of use asset) in our lease portfolio. VITAS has leased office space, as well as space for IPUs and/or contract beds within hospitals. Roto-Rooter has leased office space.

The components of balance sheet information related to leases were as follows:

	December 31,	
	2024	2023
<b><u>Assets</u></b>		
Operating lease assets	\$ 127,323	\$ 126,387
<b><u>Liabilities</u></b>		
Current operating leases	42,306	38,635
Noncurrent operating leases	98,538	100,776
Total operating lease liabilities	\$ 140,844	\$ 139,411

The components of lease expense were as follows:

	December 31,		
	2024	2023	2022
<b><u>Lease Expense (a)</u></b>			
Operating lease expense	\$ 64,228	\$ 59,769	\$ 59,530
Sublease income	(311)	(93)	(181)
Net lease expense	\$ 63,917	\$ 59,676	\$ 59,349

(a) Includes short-term leases and variable lease costs, which are immaterial. Included in both cost of services provided and goods sold and selling, general and administrative expenses.

The components of cash flow information related to leases were as follows:

	December 31,	
	2024	2023
<b><u>Cash paid for amounts included in the measurement of lease liabilities</u></b>		
Operating cash flows from leases	\$ 51,762	\$ 49,777
<b><u>Leased assets obtained in exchange for new operating lease liabilities</u></b>	\$ 49,883	\$ 37,111
<b><u>Weighted Average Remaining Lease Term</u></b>		
Operating leases		4.58 yrs
<b><u>Weighted Average Discount Rate</u></b>		
Operating leases		3.7%
<b>Maturity of Operating Lease Liabilities (in thousands)</b>		
2025	\$	48,956
2026		37,081
2027		23,697
2028		17,057
2029		11,811
Thereafter		15,684
Total lease payments	\$	154,286
Less: interest		(13,442)
Total liability recognized on the balance sheet	\$	140,844

For leases commencing prior to 2019, minimum rental payments exclude payments to landlords for real estate taxes and common area maintenance. Operating lease payments include \$3.1 million related to extended lease terms that are reasonably certain of being exercised and exclude \$1.1 million of lease payments for leases signed but not yet commenced.

## 15. Retirement Plans

Retirement obligations under various plans cover substantially all full-time employees who meet age and/or service eligibility requirements. All plans providing retirement benefits to our employees are defined contribution plans. Expenses for our retirement and profit-sharing plans, excess benefit plans and other similar plans are as follows (in thousands):

	For the Years Ended December 31,		
	2024	2023	2022
\$	39,134	\$ 26,475	\$ 11,533

These expenses include the impact of market gains and losses on assets held in deferred compensation plans.

Trust assets invested in shares of our stock are included in treasury stock, and the corresponding liability is included in a separate component of stockholders' equity. At December 31, 2024, these trusts held 55,072 shares at historical average cost of \$2.2 million (2023 – 54,833 shares or \$2.1 million).

We have excess benefit plans for key employees whose participation in the qualified plans is limited by U.S. Employee Retirement Income Security Act requirements. Benefits are determined based on theoretical participation in the qualified plans. Benefits are only invested in mutual funds, and participants are not permitted to diversify accumulated benefits in shares of our capital stock.

## 16. Earnings Per Share

The computation of earnings per share follows (in thousands, except per share data):

<u>For the Years Ended December 31,</u>	<u>Net Income</u>	<u>Shares</u>	<u>Earnings per Share</u>
<b>2024</b>			
Earnings	\$ 301,999	15,024	\$ 20.10
Dilutive stock options	-	114	
Nonvested stock awards	-	48	
<b>Diluted earnings</b>	<b>\$ 301,999</b>	<b>15,186</b>	<b>\$ 19.89</b>
<b>2023</b>			
Earnings	\$ 272,509	15,050	\$ 18.11
Dilutive stock options	-	103	
Nonvested stock awards	-	47	
<b>Diluted earnings</b>	<b>\$ 272,509</b>	<b>15,200</b>	<b>\$ 17.93</b>
<b>2022</b>			
Earnings	\$ 249,624	14,929	\$ 16.72
Dilutive stock options	-	130	
Nonvested stock awards	-	40	
<b>Diluted earnings</b>	<b>\$ 249,624</b>	<b>15,099</b>	<b>\$ 16.53</b>

During 2024, 619,000 stock options were excluded from the computation of diluted earnings per share as their exercise prices were greater than the average market price during most of the year. During 2023, 601,000 stock options were excluded. During 2022, 891,000 stock options were excluded.

## 17. Financial Instruments

FASB's authoritative guidance on fair value measurements defines a hierarchy which prioritizes the inputs in fair value measurements. Level 1 measurements are measurements using quoted prices in active markets for identical assets or liabilities. Level 2 measurements use significant other observable inputs. Level 3 measurements are measurements using significant unobservable inputs which require a company to develop its own assumptions. In recording the fair value of assets and liabilities, companies must use the most reliable measurement available.

The following shows the carrying value, fair value and the hierarchy for our financial instruments as of December 31, 2024 (in thousands):

	Carrying Value	Fair Value Measure		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments of deferred compensation plans held in trust	\$ 130,960	\$ 130,960	\$ -	\$ -
Cash equivalents	188,379	188,379	-	-

The following shows the carrying value, fair value and the hierarchy for our financial instruments as of December 31, 2023 (in thousands):

	Carrying Value	Fair Value Measure		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments of deferred compensation plans held in trust	\$ 106,126	\$ 106,126	\$ -	\$ -
Cash equivalents	257,343	257,343	-	-

For cash and cash equivalents, accounts receivable and accounts payable, the carrying amount is a reasonable estimate of fair value because of the liquidity and short-term nature of these instruments. As further described in Note 3, our outstanding long-term debt and current portion of long-term debt have floating interest rates that are reset at short-term intervals, generally 30 or 60 days. The interest rate we pay also includes an additional amount based on our current leverage ratio. As such, we believe our borrowings reflect significant nonperformance risks, mainly credit risk. Based on these factors, we believe the fair value of our long-term debt and current portion of long-term debt approximate the carrying value.

## 18. Legal and Regulatory Matters

The VITAS segment of the Company’s business operates in a heavily-regulated industry. As a result, the Company is subjected to inquiries and investigations by various government agencies, which can result in penalties including repayment obligations, funding withholding, or debarment, as well as to lawsuits, including *qui tam* actions. In addition, both businesses are subject to legal proceedings and claims covering a wide range of matters in the ordinary course of business, including personal injury, employment claims, and general commercial issues. The following sections describe the various ongoing material lawsuits and investigations of which the Company is currently aware. Other than as described below, it is not possible at this time for us to estimate either the timing or outcome of any of those matters, or whether any potential loss, or range of potential losses, is probable or reasonably estimable.

### *Regulatory Matters and Litigation*

VITAS is one of a group of hospice providers selected by the Office of the Inspector General’s (“OIG”) Office of Audit Services (“OAS”) for inclusion in an audit of the provision of elevated level-of-care hospice services. On July 14, 2022, VITAS received the final audit report from OAS. Per this report, the OAS audit examined VITAS inpatient and continuous care claims for the period April 2017 to March 2019. The audit covered a total population of 50,850 claims representing total Medicare reimbursement of \$210.0 million during this two-year time period. From this population, OAS selected 100 claims, representing \$688,000 of reimbursement, for detailed review. The final OAS audit report includes a series of recommendations, including that VITAS repay approximately \$140.0 million of the \$210.0 million VITAS received from Medicare for hospice services during this two-year period, despite the fact that at the time of the release of the results of the audit, many of the disputed claims were time-barred from being challenged.

On August 29, 2022, six weeks subsequent to the OAS finalizing its audit, VITAS received a demand letter from its Medicare Administrative Contractor (“MAC”) seeking repayment of \$50.3 million. VITAS timely filed its initial appeal of the overpayment decision and deposited \$50.3 million under the “Immediate Recoupment” process to preserve its appeal rights. To date, VITAS has been refunded \$3.3 million of the amount deposited and continues to appeal the remaining claims through the Office of Medicare Hearings and Appeals process. The amount deposited has been recorded as an “other long-term asset” in the consolidated balance sheets, as detailed in Note 12.

On February 3, 2025, an Administrative Law Judge ruled that VITAS’ care met Medicare’s hospice standards for the applicable higher level of care as originally billed for all but one of the claims appealed, and therefore VITAS was entitled to receive payment for all such claims. With respect to the one claim that the judge did not fully side with VITAS, the judge found that four of the five days billed met the applicable standard and only one day did not. That is, across the 36 appealed claims, the judge approved all billings except for one day of billing a higher-level of care.

CMS may attempt to appeal the ruling but has not yet done so. VITAS’ MAC has not provided a new calculation of the amount of the remaining deposit that it believes should be returned to VITAS.

Regardless of the outcome of the preceding matter, dealing with the various regulatory agencies and opposing parties can adversely affect us through defense costs, potential payments, withholding of governmental funding, diversion of management time, and related publicity.

## 19. Capital Stock Transactions

We repurchased the following capital stock:

	For the Years Ended December 31,		
	2024	2023	2022
Total cost of repurchased shares (in thousands):	\$ 358,737	\$ 73,813	\$ 114,074
Shares repurchased	638,235	132,969	232,500
Weighted average price per share	\$ 562.08	\$ 555.12	\$ 490.64

In November 2024, the Board of Directors authorized \$300.0 million for additional stock repurchase under the February 2011 repurchase program. In November 2023, the Board of Directors authorized \$300.0 million for additional stock repurchase under the February 2011 repurchase program. We currently have \$255.3 million of authorization remaining under this share purchase plan.

## 20. Other Operating Expenses

	December 31,		
	2024	2023	2022
Loss/(gain) on disposal of property and equipment	\$ 446	\$ 211	\$ (309)
Litigation settlements	-	2,050	4,000
Total other operating expenses	\$ 446	\$ 2,261	\$ 3,691

## 21. Other Current Liabilities

	December 31,	
	2024	2023
Medicare cap	\$ 13,579	\$ 13,245
Accrued legal	193	6,386
Retention bonus	-	8,901
All other	29,102	27,042
Total other current liabilities	\$ 42,874	\$ 55,574

There are no individual amounts exceeding 5% of the total current liabilities in the “all other” line item for either period presented.

## 22. Recent Accounting Standards

In December 2023, the FASB issued Accounting Standards Update “ASU 2023-09 – Income Tax Disclosure”. The guidance provides increased transparency related to tax risk and tax planning through (1) disclosure in specific categories in the rate reconciliation and (2) provide additional information for reconciling items when a quantitative threshold is met. The guidance is effective for fiscal periods beginning after December 15, 2024. The Company is finalizing the impacts of the ASU, but expect greater disaggregation of income tax rate reconciliation within our footnote disclosures in our Annual Report on Form 10-K.

In November 2024, the FASB issued Accounting Standards Update “ASU 2024-03 – Disaggregation of Income Statement Expenses”. The guidance provides enhanced disclosures about commonly presented expense categories such as cost of sales, selling, general and administrative expenses and research and development. The objective is to provide investors with a better understanding of the entity’s performance, assess potential future cash flows and comparability with other entities. The guidance is effective for fiscal periods beginning December 15, 2026, and interim periods within fiscal years beginning December 15, 2027. The Company is currently analyzing the impact of the ASU on the current footnote disclosures.

**CHEMED CORPORATION AND SUBSIDIARY COMPANIES**  
**UNAUDITED CONSOLIDATING STATEMENTS OF INCOME**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**  
(in thousands)(unaudited)

<u>2024</u>	<u>VITAS</u>	<u>Roto- Rooter</u>	<u>Corporate</u>	<u>Chemed Consolidated</u>
Service revenues and sales	\$ 1,530,978	\$ 900,309	\$ -	\$ 2,431,287
Cost of services provided and goods sold	1,146,803	430,136	-	1,576,939
Selling, general and administrative expenses	99,564	232,852	91,944	424,360
Depreciation	20,362	32,452	50	52,864
Amortization	105	10,080	-	10,185
Other operating expenses	178	268	-	446
Total costs and expenses	<u>1,267,012</u>	<u>705,788</u>	<u>91,994</u>	<u>2,064,794</u>
Income/(loss) from operations	263,966	194,521	(91,994)	366,493
Interest expense	(171)	(431)	(1,178)	(1,780)
Intercompany interest income/(expense)	20,211	14,397	(34,608)	-
Other income—net	227	69	34,456	34,752
Income/(loss) before income taxes (a)	284,233	208,556	(93,324)	399,465
Income taxes	(67,414)	(48,510)	18,458	(97,466)
Net income/(loss) (a)	<u>\$ 216,819</u>	<u>\$ 160,046</u>	<u>\$ (74,866)</u>	<u>\$ 301,999</u>

(a) The following amounts are included in income from continuing operations (in thousands):

	<u>VITAS</u>	<u>Roto- Rooter</u>	<u>Corporate</u>	<u>Chemed Consolidated</u>
Pretax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (32,033)	\$ (32,033)
Long-term incentive compensation	-	-	(14,815)	(14,815)
Amortization of reacquired franchise agreements	-	(9,408)	-	(9,408)
Severance arrangement	-	-	(5,337)	(5,337)
Acquisition expense	(1,099)	(34)	-	(1,133)
Total	<u>\$ (1,099)</u>	<u>\$ (9,442)</u>	<u>\$ (52,185)</u>	<u>\$ (62,726)</u>

	<u>VITAS</u>	<u>Roto- Rooter</u>	<u>Corporate</u>	<u>Chemed Consolidated</u>
After-tax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (27,053)	\$ (27,053)
Long-term incentive compensation	-	-	(13,167)	(13,167)
Amortization of reacquired franchise agreements	-	(7,216)	-	(7,216)
Severance arrangement	-	-	(5,337)	(5,337)
Acquisition expense	(832)	(26)	-	(858)
Excess tax benefits on stock compensation	-	-	4,442	4,442
Total	<u>\$ (832)</u>	<u>\$ (7,242)</u>	<u>\$ (41,115)</u>	<u>\$ (49,189)</u>

Chemed Corporation and Subsidiary Companies

CHEMED CORPORATION AND SUBSIDIARY COMPANIES  
UNAUDITED CONSOLIDATING STATEMENTS OF INCOME  
FOR THE YEAR ENDED DECEMBER 31, 2023  
(in thousands)(unaudited)

2023	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
Service revenues and sales	\$ 1,315,065	\$ 949,352	\$ -	\$ 2,264,417
Cost of services provided and goods sold	1,017,623	447,979	-	1,465,602
Selling, general and administrative expenses	93,296	231,587	70,237	395,120
Depreciation	19,959	30,790	53	50,802
Amortization	104	9,959	-	10,063
Other operating expenses/(income)	(12)	2,273	-	2,261
Total costs and expenses	<u>1,130,970</u>	<u>722,588</u>	<u>70,290</u>	<u>1,923,848</u>
Income/(loss) from operations	184,095	226,764	(70,290)	340,569
Interest expense	(180)	(442)	(2,486)	(3,108)
Intercompany interest income/(expense)	19,400	11,918	(31,318)	-
Other income—net	1,309	126	11,471	12,906
Income/(loss) before income taxes (a)	204,624	238,366	(92,623)	350,367
Income taxes	(46,115)	(50,125)	18,382	(77,858)
Net income/(loss) (a)	<u>\$ 158,509</u>	<u>\$ 188,241</u>	<u>\$ (74,241)</u>	<u>\$ 272,509</u>

(a) The following amounts are included in income from continuing operations (in thousands):

	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
Pretax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (30,082)	\$ (30,082)
Long-term incentive compensation	-	-	(11,689)	(11,689)
Amortization of reacquired franchise agreements	-	(9,408)	-	(9,408)
Litigation settlements	-	(2,056)	-	(2,056)
Total	<u>\$ -</u>	<u>\$ (11,464)</u>	<u>\$ (41,771)</u>	<u>\$ (53,235)</u>

	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
After-tax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (25,405)	\$ (25,405)
Long-term incentive compensation	-	-	(10,379)	(10,379)
Amortization of reacquired franchise agreements	-	(7,216)	-	(7,216)
Impact of deferred rate tax change	1,772	3,559	(1,090)	4,241
Litigation settlements	-	(1,577)	-	(1,577)
Excess tax benefits on stock compensation	-	-	4,330	4,330
Total	<u>\$ 1,772</u>	<u>\$ (5,234)</u>	<u>\$ (32,544)</u>	<u>\$ (36,006)</u>

Chemed Corporation and Subsidiary Companies

CHEMED CORPORATION AND SUBSIDIARY COMPANIES  
UNAUDITED CONSOLIDATING STATEMENTS OF INCOME  
FOR THE YEAR ENDED DECEMBER 31, 2022  
(in thousands)(unaudited)

2022	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
Service revenues and sales	\$ 1,201,564	\$ 933,399	\$ -	\$ 2,134,963
Cost of services provided and goods sold	931,861	438,016	-	1,369,877
Selling, general and administrative expenses	89,187	222,257	47,283	358,727
Depreciation	21,955	27,075	72	49,102
Amortization	101	9,969	-	10,070
Other operating expenses	3,337	354	-	3,691
Total costs and expenses	<u>1,046,441</u>	<u>697,671</u>	<u>47,355</u>	<u>1,791,467</u>
Income/(loss) from operations	155,123	235,728	(47,355)	343,496
Interest expense	(172)	(396)	(4,016)	(4,584)
Intercompany interest income/(expense)	18,901	9,345	(28,246)	-
Other (expense)/income—net	600	138	(9,971)	(9,233)
Income/(loss) before income taxes (a)	174,452	244,815	(89,588)	329,679
Income taxes	(43,000)	(58,695)	21,640	(80,055)
Net income/(loss) (a)	<u>\$ 131,452</u>	<u>\$ 186,120</u>	<u>\$ (67,948)</u>	<u>\$ 249,624</u>

(a) The following amounts are included in income from continuing operations (in thousands):

	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
Pretax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (26,254)	\$ (26,254)
Amortization of reacquired franchise agreements	-	(9,408)	-	(9,408)
Long-term incentive compensation	-	-	(7,801)	(7,801)
Litigation settlements	(4,000)	-	-	(4,000)
Direct costs related to Covid-19	(310)	(988)	(89)	(1,387)
Medicare cap sequestration adjustment	(138)	-	-	(138)
Total	<u>\$ (4,448)</u>	<u>\$ (10,396)</u>	<u>\$ (34,144)</u>	<u>\$ (48,988)</u>

	VITAS	Roto- Rooter	Corporate	Chemed Consolidated
After-tax benefit/(cost):				
Stock option expense	\$ -	\$ -	\$ (22,028)	\$ (22,028)
Amortization of reacquired franchise agreements	-	(6,915)	-	(6,915)
Long-term incentive compensation	-	-	(6,858)	(6,858)
Excess tax benefits on stock compensation	-	-	5,928	5,928
Litigation settlements	(2,984)	-	-	(2,984)
Direct costs related to Covid-19	(231)	(726)	(68)	(1,025)
Medicare cap sequestration adjustment	(103)	-	-	(103)
Total	<u>\$ (3,318)</u>	<u>\$ (7,641)</u>	<u>\$ (23,026)</u>	<u>\$ (33,985)</u>

MANAGEMENT’S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

**EXECUTIVE SUMMARY**

We operate through our two wholly owned subsidiaries: VITAS Healthcare Corporation (“VITAS”) and Roto-Rooter Group, Inc. (“Roto-Rooter”). VITAS focuses on hospice care that helps make terminally ill patients' final days as comfortable as possible. Through its team of doctors, nurses, home health aides, social workers, clergy and volunteers, VITAS provides direct medical services to patients, as well as spiritual and emotional counseling to both patients and their families. Roto-Rooter is focused on providing plumbing, drain cleaning, excavation, water restoration and other related services to both residential and commercial customers. Through its network of company-owned branches, Independent Contractors and franchisees, Roto-Rooter offers plumbing and drain cleaning service to over 90% of the U.S. population.

The vast majority of the Company’s operations are located in the United States. As both operations are service companies, our employees are the most critical resource of the Company. We have very little or no exposure related to customers, vendors or employees in other regions of the world.

The following is a summary of the key operating results for the years ended December 31, 2024, 2023 and 2022 (in thousands except percentages and per share amounts):

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Consolidated service revenues and sales	\$ 2,431,287	\$ 2,264,417	\$ 2,134,963
Consolidated net income	\$ 301,999	\$ 272,509	\$ 249,624
Diluted EPS	\$ 19.89	\$ 17.93	\$ 16.53
Adjusted net income	\$ 351,188	\$ 308,515	\$ 283,609
Adjusted diluted EPS	\$ 23.13	\$ 20.30	\$ 18.78
Adjusted EBITDA	\$ 503,002	\$ 451,897	\$ 432,660
Adjusted EBITDA as a % of revenue	20.7 %	20.0 %	20.3 %

Adjusted net income, adjusted diluted EPS, earnings before interest, taxes and depreciation and amortization (“EBITDA”) and Adjusted EBITDA are not measures derived in accordance with GAAP. We use Adjusted EPS as a measure of earnings for certain long-term incentive awards. We use adjusted EBITDA to determine compliance with certain debt covenants. We provide non-GAAP measures to help readers evaluate our operating results and compare our operating performance with that of similar companies that have different capital structures. Our non-GAAP measures should not be considered in isolation or as a substitute for comparable measures presented in accordance with GAAP. Reconciliations of our non-GAAP measures are presented in tables following the Critical Accounting Policies section.

**2024 versus 2023**

The increase in consolidated service revenues and sales from 2024 to 2023 was a result of a 16.4% increase at VITAS and a 5.2% decrease at Roto-Rooter. The increase in service revenues at VITAS is comprised primarily of a 14.1% increase in days-of-care, and a geographically weighted average Medicare reimbursement rate increase of approximately 2.8%. Acuity mix shift negatively impacted revenue growth by 110-basis points when compared to prior year revenue and level-of-care mix. The combination of Medicare cap and other contra revenue changes increased revenue growth by 60-basis points. The decrease in service revenues at Roto-Rooter was driven by a decrease in all lines of service.

The pandemic created a significant shortage of licensed healthcare workers industry wide. VITAS was not immune to this shortage. As a result, on July 1, 2022, VITAS implemented a hiring and retention bonus program for its licensed healthcare workers. It is a temporary program intended to help VITAS attract and retain licensed healthcare workers in light of the pandemic induced healthcare worker shortage. An eligible employee must continue in employment for a period of one-year from July 1<sup>st</sup> to receive a bonus. Additionally, employees hired between July 1, 2022 and June 30, 2023 are eligible if they continue employment for a one-year period from their hire date. Total payments for the retention bonus program were \$39.2 million.

On April 17, 2024, VITAS completed the purchase of all hospice operations and an assisted living facility from Covenant Health and Community Services, Inc d/b/a/ Covenant Care (“Covenant”) for an aggregated purchase price of \$85.0 million in cash.

Revenue for the Covenant acquisition for 2024, was approximately \$31.0 million to \$32.0 million and this translated to net income of approximately \$5.0 million to \$6.0 million. Adjusted EBITDA for 2024 attributed to Covenant is between \$7.0 million and \$8.0 million.

The pro forma revenue and earnings for the Company for the years ended December 31, 2024 and 2023 as if the Covenant acquisition made in 2024 was completed on January 1, 2023 are as follows (in thousands, except per share data):

	<b>For the Years Ended December 31,</b>	
	<b>2024</b>	<b>2023</b>
Service revenues and sales	\$ 2,448,419	\$ 2,320,177
Net income	\$ 306,224	\$ 279,615
Earnings per share	\$ 20.38	\$ 18.58
Diluted earnings per share	\$ 20.16	\$ 18.40

In late September and early October 2024, Hurricanes Helene and Milton impacted the panhandle of Florida and other parts of the southeastern United States. They did not result in any significant property loss or damage to VITAS. However, as with other similar events, we did experience a slowdown in admission activity while health systems prepared for the hurricane and then dealt with the aftermath.

### **2023 versus 2022**

The increase in consolidated service revenues and sales from 2023 to 2022 was a result of a 9.4% increase at VITAS and a 1.7% increase at Roto-Rooter. The increase in service revenues at Roto-Rooter was driven by an increase in plumbing, excavation and water restoration offset by a decrease in drain cleaning. The increase in service revenues at VITAS is comprised primarily of a 7.4% increase in days-of-care, and a geographically weighted average Medicare reimbursement rate increase of approximately 2.4%, partially offset by 50-basis points as a result of CMS reimplementing sequestration that was suspended at the start of the pandemic in 2020. Acuity mix shift had minimal impact for the year when compared to prior year revenue and level-of-care mix.

The pandemic created a significant shortage of licensed healthcare workers industry wide. VITAS was not immune to this shortage. As a result, on July 1, 2022, VITAS implemented a hiring and retention bonus program for its licensed healthcare workers. It was a temporary program intended to help VITAS attract and retain licensed healthcare workers in light of the pandemic induced healthcare worker shortage. An eligible employee must have continued in employment for a period of one-year from July 1<sup>st</sup> to receive a bonus. Additionally, employees hired between July 1, 2022 and June 30, 2023 were eligible if they continue employment for a one-year period from their hire date. A total of \$40.5 million had been accrued since the start of the program. Payments totaling \$31.6 million were made from July 2023 to December 2023. The remaining accrued amount was paid over the following three quarters.

Starting with the September 30, 2023 quarter, Chemed is no longer excluding the cost of the Retention Program when presenting non-GAAP operating metrics in current or prior periods.

During the period from May 1, 2020 through March 31, 2022, the 2% Medicare sequestration reimbursement cut was suspended. For the year ended December 31, 2022, approximately \$8.6 million, was recognized as revenue due to the suspension of sequestration. Sequestration was phased back into place at 1% from April 1, 2022 to June 30, 2022 and the full 2% thereafter.

### **Impact of Current Market Conditions**

VITAS 2025 revenue, prior to Medicare Cap, is estimated to increase 10.5% to 11.3% when compared to 2024. ADC is estimated to increase 8.5% to 9.0%. Full year adjusted EBITDA margin, prior to Medicare Cap, is estimated to be 18.4% to 18.9%. Medicare Cap billing limitations are estimated to be \$9.5 million in calendar year 2025.

Roto-Rooter is forecasted to achieve full-year 2025 revenue growth of 2.4% to 3.0%. Roto-Rooter's adjusted EBITDA margin for 2025 is expected to be 25.7% to 26.3%.

Based upon the above, full-year 2025 earnings per diluted share, excluding: non-cash expense for stock options, tax benefits from stock option exercises, costs related to litigation, and other discrete items, is estimated to be in the range of \$24.94 to \$25.45. This compares to full-year 2024 adjusted earnings per diluted share of \$23.13.

The 2025 earnings trajectory is heavily weighted towards the second half of the year. Roto-Rooter’s revenue and associated income is expected to accelerate during the year, as Roto-Rooter management’s business improvement initiatives continue to build momentum. Additionally, the first quarter of 2024 was Roto-Rooter’s strongest quarter making for difficult comparison at the beginning of the year. VITAS’ revenue growth and EBITDA margin, prior to Medicare Cap in the second and third quarters, will be adversely impacted by the initiatives required to moderate the impact of the Medicare Cap rate differential. The impact to the first quarter for VITAS will be mostly offset by the results of the Covenant acquisition which occurred in April 2024.

The 2025 guidance assumes an effective corporate tax rate on adjusted earnings of 24.0% and a diluted share count of 14.8 million shares.

*LIQUIDITY AND CAPITAL RESOURCES*

Significant factors affecting our cash flows during 2024 and financial position at December 31, 2024, include the following:

- Our operations generated cash of \$417.5 million.
- We repurchased \$361.4 million of our stock.
- We spent \$97.4 million on business combinations, due primarily to the Covenant acquisition at VITAS.
- We spent \$49.5 million on capital expenditures.
- We paid \$27.1 million in dividends.
- A \$10.3 million decrease in accounts receivable due to timing of receipts.
- A \$24.8 million increase in investments of deferred compensation plans due to market valuation gains. This resulted in a similar increase in the liability associated with deferred compensation plans.
- A \$81.7 million increase in goodwill, due primarily to the Covenant acquisition at VITAS.
- A \$19.9 million decrease in accounts payable due to timing of payments.
- A \$12.7 million decrease in other current liabilities mainly due to payments of legal settlements at VITAS and Roto-Rooter and payments of the retention bonus program implemented at VITAS.

The Company had no debt outstanding at December 31, 2024 and 2023. Our current ratio was 1.4 and 1.6 at December 31, 2024 and 2023, respectively.

On June 28, 2022, we replaced our existing credit facility with a fifth amended and restated Credit Agreement (“2022 Credit Facilities”). Terms of the 2022 Credit Facilities consist of a five-year \$450.0 million revolver as well as a five-year \$100.0 million term loan. The 2022 Credit Facilities have a floating interest rate that is generally SOFR plus an additional tiered rate which varies based on our current leverage ratio. As of December 31, 2024 the interest rate is SOFR plus 100 basis points. The 2022 Credit Facilities include an expansion feature that provides the Company the opportunity to increase its revolver and/or term loan by an additional \$250.0 million.

We made prepayments totaling \$75.0 million plus a regularly scheduled payment of \$1.25 million in the first quarter of 2023 on the \$100.0 million term loan. We paid the remaining balance of \$21.3 million on April 28, 2023. There were no prepayment penalties associated with this repayment. This prepayment reduced the total borrowing capacity of the 2022 Credit Facilities from \$550.0 million to \$450.0 million.

The 2022 Credit Facilities contains the following quarterly financial covenants effective as of December 31, 2024:

Description	Requirement	Chemed December 31, 2024
Leverage Ratio (Consolidated Indebtedness/Consolidated Adj. EBITDA)	< 3.50 to 1.00	<b>(0.06) to 1.00</b>
Interest Coverage Ratio (Consolidated Adj. EBITDA/Consolidated Interest Expense)	> 3.00 to 1.00	<b>275.64 to 1.00</b>

We forecast to be in compliance with all debt covenants through fiscal 2025.

We have issued \$45.5 million in standby letters of credit as of December 31, 2024, mainly for insurance purposes. Issued letters of credit reduce our available credit under the revolving credit agreement. As of December 31, 2024, we have approximately \$404.5 million of unused lines of credit available and eligible to be drawn down under our revolving credit facility. We believe our

cash flow from operating activities and our unused eligible lines of credit are sufficient to fund our obligations and operate our business in the near and long term. We continually evaluate cash utilization alternatives, including share repurchase, debt repayment, acquisitions, and increased dividends to determine the most beneficial use of available capital resources.

## CASH FLOW

Our cash flows for 2024, 2023 and 2022 are summarized as follows (in millions):

	<b>For the Years Ended December 31,</b>		
	<b>2024</b>	<b>2023</b>	<b>2022</b>
Net cash provided by operating activities	\$ 417.5	\$ 330.3	\$ 309.9
Capital expenditures	(49.5)	(56.9)	(57.3)
Net cash provided for operating activities after capital expenditures	368.0	273.4	252.6
Purchase of treasury stock in the open market	(361.4)	(67.7)	(114.5)
Business combinations	(97.4)	(4.0)	(3.5)
Proceeds from exercise of stock options	56.5	102.2	45.0
Dividends paid	(27.1)	(23.5)	(22.0)
Change in cash overdraft payable	(15.7)	15.7	(11.9)
Capital stock surrendered to pay taxes on stock-based compensation	(9.5)	(9.6)	(15.6)
Net decrease in long-term debt	-	(97.5)	(87.5)
Other--net	1.0	0.8	(1.4)
(Decrease)/increase in cash and cash equivalents	<u>\$ (85.6)</u>	<u>\$ 189.8</u>	<u>\$ 41.2</u>

### 2024 versus 2023

Net cash provided by operating activities increased \$87.2 million from December 31, 2023 to December 31, 2024. The main drivers are an increase in earnings of \$29.5 million combined with working capital changes. Significant changes in our accounts receivable balances are driven mainly by the timing of payments received from the Federal government at our VITAS subsidiary. We typically receive a payment in excess of \$55.0 million from the Federal government from hospice services every other Friday. The timing of year end will have a significant impact on the accounts receivable at VITAS. These changes generally normalize over a two-year period, as cash flow variations in one year are offset in the following year. The swing in accounts receivable increased cash flow by \$52.2 million between 2024 and 2023.

In 2024, we repurchased 638,235 shares of Chemed capital stock at a weighted average price of \$562.08 per share. In 2023, we repurchased 132,969 shares of Chemed stock at a weighted average price of \$555.12 per share. Based on our current operations and our current sources of capital, we believe we have the ability to continue our current share repurchase program into the foreseeable future.

### 2023 versus 2022

Net cash provided by operating activities increased \$20.4 million from December 31, 2022 to December 31, 2023. The main drivers are an increase in earnings of \$22.9 million combined with an increase of \$22.9 million for deferred income taxes provision due to the impact of the effective state rate change and an accelerated deduction taken in 2022 for the OAS deposit, a decrease of \$35.8 million in cash outflows for other assets due to the OAS deposit recorded in 2022 offset by a reduction of \$16.2 million in other liabilities for payments made on the retention bonus program at VITAS. Additionally, significant changes in our accounts receivable balances are driven mainly by the timing of payments received from the Federal government at our VITAS subsidiary. We typically receive a payment in excess of \$42.0 million from the Federal government from hospice services every other Friday. The timing of year end will have a significant impact on the accounts receivable at VITAS. These changes generally normalize over a two-year period, as cash flow variations in one year are offset in the following year. The swing in accounts receivable reduced cash flow by \$39.1 million between 2023 and 2022.

In 2023, we repurchased 132,969 shares of Chemed capital stock at a weighted average price of \$555.12 per share. In 2022, we repurchased 232,500 shares of Chemed stock at a weighted average price of \$490.64 per share. Based on our current operations and our current sources of capital, we believe we have the ability to continue our current share repurchase program into the foreseeable future.

*COMMITMENTS AND CONTINGENCIES*

We are subject to various lawsuits and claims in the normal course of our business. In addition, we periodically receive communications from governmental and regulatory agencies concerning compliance with Medicare and Medicaid billing requirements at our VITAS subsidiary. We establish reserves for specific, uninsured liabilities in connection with regulatory and legal action that we deem to be probable and estimable. We disclose the existence of regulatory and legal actions when we believe it is reasonably possible that a loss could occur in connection with the specific action. In most instances, we are unable to make a reasonable estimate of any reasonably possible liability due to the uncertainty of the outcome and stage of litigation. We record legal fees associated with legal and regulatory actions as the costs are incurred.

Please see Note 18 in the Notes to the Consolidated Financial Statements for a description of current material legal and regulatory matters.

**CONTRACTUAL OBLIGATIONS**

The table below summarizes our debt and contractual obligations as of December 31, 2024 (in thousands):

	<u>Total</u>	<u>Less than 1 year</u>	<u>1-3 Years</u>	<u>3-5 Years</u>	<u>After 5 Years</u>
Lease liabilities	140,844	44,613	55,755	26,690	13,786
Purchase obligations (a)	44,146	44,146	-	-	-
Other long-term obligations (b)	137,016	2,745	5,490	2,745	126,036
Total contractual cash obligations	<u>\$ 322,006</u>	<u>\$ 91,504</u>	<u>\$ 61,245</u>	<u>\$ 29,435</u>	<u>\$ 139,822</u>

(a) Purchase obligations consist of accounts payable at December 31, 2024.

(b) Other long-term obligations comprise largely excess benefit obligations.

RESULTS OF OPERATIONS

**2024 Versus 2023 – Consolidated Results**

Set forth below are the year-to-year changes in the components of the statement of operations relating to income for 2024 versus 2023 (in thousands, except percentages):

	<u>2024</u>	<u>2023</u>	<u>Increase/(Decrease) Percent</u>
Service revenues and sales			
VITAS	\$ 1,530,978	\$ 1,315,065	16.4
Roto-Rooter	900,309	949,352	(5.2)
Total	<u>2,431,287</u>	<u>2,264,417</u>	7.4
Cost of services provided and goods sold	1,576,939	1,465,602	7.6
Selling, general and administrative expenses	424,360	395,120	7.4
Depreciation	52,864	50,802	4.1
Amortization	10,185	10,063	1.2
Other operating expenses	446	2,261	(80.3)
Total cost and expenses	<u>2,064,794</u>	<u>1,923,848</u>	7.3
Income from operations	366,493	340,569	7.6
Interest expense	(1,780)	(3,108)	42.7
Other income/(expense) - net	34,752	12,906	169.3
Income before income taxes	399,465	350,367	14.0
Income taxes	(97,466)	(77,858)	(25.2)
Net income	<u>\$ 301,999</u>	<u>\$ 272,509</u>	10.8

The VITAS segment revenue is as follows (dollars in thousands):

	<u>2024</u>	<u>2023</u>	<u>Increase/(Decrease) Percent</u>
Routine homecare	\$ 1,326,488	\$ 1,136,437	16.7
Inpatient care	120,604	112,419	7.3
Continuous care	99,746	85,674	16.4
Other	19,455	13,582	43.2
Subtotal	<u>1,566,293</u>	<u>1,348,112</u>	16.2
Medicare cap adjustment	(8,414)	(8,000)	(5.2)
Implicit price concessions	(13,597)	(14,196)	4.2
Room and board, net	(13,304)	(10,851)	(22.6)
Net revenue	<u>\$ 1,530,978</u>	<u>\$ 1,315,065</u>	16.4

Days of care are as follows:

	<u>Days of Care</u>		<u>Increase/(Decrease) Percent</u>
	<u>2024</u>	<u>2023</u>	
Routine homecare	6,277,961	5,457,963	15.0
Nursing home	1,230,726	1,118,728	10.0
Respite	37,961	26,605	42.7
Subtotal routine homecare and respite	<u>7,546,648</u>	<u>6,603,296</u>	14.3
Continuous care	106,299	101,905	4.3
General inpatient	95,524	88,631	7.8
Total days of care	<u>7,748,471</u>	<u>6,793,832</u>	14.1

Chemed Corporation and Subsidiary Companies

The increase in service revenues at VITAS is comprised primarily of a 14.1% increase in days-of-care, and a geographically weighted average Medicare reimbursement rate increase of approximately 2.8%. Acuity mix shift negatively impacted revenue growth by 110-basis points when compared to prior year revenue and level-of-care mix. The combination of Medicare cap and other contra revenue changes increased revenue growth by 60-basis points.

The Roto-Rooter segment revenue is as follows (dollars in thousands):

	<u>2024</u>	<u>2023</u>	<u>Increase/(Decrease)</u> <u>Percent</u>
Drain cleaning	\$ 237,534	\$ 249,069	(4.6)
Plumbing	181,370	196,695	(7.8)
Excavation	227,413	233,196	(2.5)
Other	883	936	(5.7)
Subtotal - short term core	<u>647,200</u>	<u>679,896</u>	(4.8)
Water restoration	178,016	185,550	(4.1)
Independent contractors	72,777	85,749	(15.1)
Franchisee fees	5,814	5,658	2.8
Other	23,329	19,083	22.3
Gross revenue	<u>927,136</u>	<u>975,936</u>	(5.0)
Implicit price concessions and credit memos	<u>(26,827)</u>	<u>(26,584)</u>	(0.9)
Net revenue	<u>\$ 900,309</u>	<u>\$ 949,352</u>	(5.2)

The decrease in plumbing revenues for 2024 versus 2023 is attributable to a 1.6% decrease in price and service mix shift and a 6.2% decrease in job count. The decrease in drain cleaning revenues for 2024 versus 2023 is attributable to a 2.9% increase in price and service mix shift offset by a 7.5% decrease in job count. Excavation and water restoration jobs are generally sold as a result of initial calls from customers regarding drain cleaning issues. As a result, the 2.5% decrease in excavation revenue and 5.7% decrease in water restoration revenue are mainly a function of the decreased plumbing and drain cleaning jobs. Contractor operations decreased 15.1%.

The consolidated gross margin excluding depreciation was 35.1% in 2024 versus 35.3% in 2023. On a segment basis, VITAS' gross margin excluding depreciation was 25.1% in 2024 and 22.6% in 2023. The increase in gross margin at VITAS is mostly the result of increased revenues and the expiration of the retention bonus program. Roto-Rooter's gross margin excluding depreciation was 52.2% in 2024 and 52.8% in 2023.

Selling, general and administrative expenses ("SG&A") for 2024 and 2023 comprise (in thousands):

	<u>2024</u>	<u>2023</u>
SG&A expenses before long-term incentive compensation, and the impact of market value adjustments related to deferred compensation trusts	\$ 384,069	\$ 377,027
Long-term incentive compensation	20,152	11,689
Impact of market value adjustments related to assets held in deferred compensation trusts	<u>20,139</u>	<u>6,404</u>
Total SG&A expenses	<u>\$ 424,360</u>	<u>\$ 395,120</u>

SG&A expenses before long-term incentive compensation and the impact of market value adjustments related to deferred compensation trusts for 2024 were up 1.9% when compared to 2023. This increase was mainly a result of normal salary increases and an increase in variable selling expenses, primarily increased marketing expenses at Roto-Rooter.

Included in the allocation of the purchase price for Roto-Rooter's 2019 acquisitions was \$59.2 million related to reacquired franchise rights. Reacquired franchise rights, included in identifiable intangibles on the Consolidated Balance Sheets, are amortized over the period remaining in each individual franchise agreement. The average amortization period for reacquired franchise rights for the acquisitions made in 2019 is 7.4 years. In 2024 and 2023, amortization expense from the reacquired franchise rights for these two acquisitions was \$8.1 million compared to the franchise fee revenue recognized from all other Roto-Rooter franchises, nationwide, of \$5.7 million.

Chemed Corporation and Subsidiary Companies

Other operating expense for 2024 and 2023 comprise (in thousands):

	<u>2024</u>	<u>2023</u>
Loss on disposal of property and equipment	\$ 446	\$ 211
Litigation settlements	-	2,050
Total other operating expenses	<u>\$ 446</u>	<u>\$ 2,261</u>

Other income-net for 2024 and 2023 comprise (in thousands):

	<u>2024</u>	<u>2023</u>
Market value adjustments related to deferred compensation trusts	\$ 20,139	\$ 6,404
Interest income	14,610	6,270
Other	3	232
Total other income - net	<u>\$ 34,752</u>	<u>\$ 12,906</u>

Our effective tax rate reconciliation is as follows:

	<u>2024</u>	<u>2023</u>
Income tax provision calculated using the statutory rate	\$ 83,888	\$ 73,577
State and local income taxes, less federal income tax effect	11,811	2,306
Nondeductible expenses	7,438	6,600
Excess stock compensation tax benefits	(4,442)	(4,330)
Other-net	(1,229)	(295)
Income tax provision	<u>\$ 97,466</u>	<u>\$ 77,858</u>
Effective tax rate	<u>24.4 %</u>	<u>22.2 %</u>

During the third quarter of 2023, the Company recognized a tax benefit from realignment of its state and local corporate tax structure based on the location of operating resources and profitability by business segment. This benefit includes a reduction in current state and local tax expense and a one time benefit of \$4.2 million in reduction of deferred tax liabilities reflecting the lower tax rates.

Net income for both periods include the following after-tax adjustments that increased/(reduced) after-tax earnings (in thousands):

	<u>2024</u>	<u>2023</u>
VITAS		
Acquisition expense	\$ (832)	\$ -
Impact of deferred rate tax change	-	1,772
Roto-Rooter		
Amortization of reacquired franchise agreements	(7,216)	(7,216)
Acquisition expense	(26)	-
Impact of deferred rate tax change	-	3,559
Litigation settlements	-	(1,577)
Corporate		
Stock option expense	(27,053)	(25,405)
Long-term incentive compensation	(13,167)	(10,379)
Severance arrangement	(5,337)	-
Impact of deferred rate tax change	-	(1,090)
Excess tax benefits on stock compensation	4,442	4,330
Total	<u>\$ (49,189)</u>	<u>\$ (36,006)</u>

**2024 Versus 2023– Segment Results**

Net income/(loss) for 2024 versus 2023 (in thousands):

	<u>2024</u>	<u>2023</u>
VITAS	\$ 216,819	\$ 158,509
Roto-Rooter	160,046	188,241
Corporate	<u>(74,866)</u>	<u>(74,241)</u>
	<u>\$ 301,999</u>	<u>\$ 272,509</u>

VITAS’ after-tax earnings increased mainly to higher revenue and the expiration of the retention bonus program. After-tax earnings as a percent of revenue at VITAS in 2024 was 14.2% as compared to 12.1% in 2023.

Roto-Rooter’s after-tax earnings decreased due to lower revenue and a \$3.6 million tax benefit due to the impact of the deferred rate tax change in 2023 which did not recur in 2024. Roto-Rooter’s after-tax earnings as a percent of revenue at Roto-Rooter in 2024 was 17.8% as compared to 19.8% in 2023.

After-tax Corporate expenses for 2024 increased 0.8% when compared to 2023 due mainly to a \$5.3 million severance agreement in 2024 and a \$1.1 million tax expense due to the impact of the deferred rate tax change in 2023, which did not recur in 2024.

Chemed Corporation and Subsidiary Companies  
RESULTS OF OPERATIONS

**2023 Versus 2022 – Consolidated Results**

Set forth below are the year-to-year changes in the components of the statement of operations relating to income for 2023 versus 2022 (in thousands, except percentages):

	<u>2023</u>	<u>2022</u>	<u>Increase/(Decrease) Percent</u>
Service revenues and sales			
VITAS	\$ 1,315,065	\$ 1,201,564	9.4
Roto-Rooter	949,352	933,399	1.7
Total	<u>2,264,417</u>	<u>2,134,963</u>	6.1
Cost of services provided and goods sold	1,465,602	1,369,877	7.0
Selling, general and administrative expenses	395,120	358,727	10.1
Depreciation	50,802	49,102	3.5
Amortization	10,063	10,070	(0.1)
Other operating expenses	2,261	3,691	(38.7)
Total cost and expenses	<u>1,923,848</u>	<u>1,791,467</u>	7.4
Income from operations	340,569	343,496	(0.9)
Interest expense	(3,108)	(4,584)	32.2
Other (expense)/income - net	12,906	(9,233)	(239.8)
Income before income taxes	350,367	329,679	6.3
Income taxes	(77,858)	(80,055)	2.7
Net income	<u>\$ 272,509</u>	<u>\$ 249,624</u>	9.2

The VITAS segment revenue is as follows (dollars in thousands):

	<u>2023</u>	<u>2022</u>	<u>Increase/(Decrease) Percent</u>
Routine homecare	\$ 1,136,437	\$ 1,039,211	9.4
Continuous care	85,674	77,000	11.3
Inpatient care	112,419	102,361	9.8
Other	13,582	12,438	9.2
Subtotal	<u>1,348,112</u>	<u>1,231,010</u>	9.5
Medicare cap adjustment	(8,000)	(7,868)	(1.7)
Implicit price concessions	(14,196)	(12,004)	(18.3)
Room and board, net	(10,851)	(9,574)	(13.3)
Net revenue	<u>\$ 1,315,065</u>	<u>\$ 1,201,564</u>	9.4

Days of care are as follows:

	<u>Days of Care</u>		<u>Increase/(Decrease) Percent</u>
	<u>2023</u>	<u>2022</u>	
Routine homecare	5,457,963	5,086,021	7.3
Nursing home	1,118,728	1,036,816	7.9
Respite	26,605	23,905	11.3
Subtotal routine homecare and respite	<u>6,603,296</u>	<u>6,146,742</u>	7.4
Continuous care	101,905	81,890	24.4
General inpatient	88,631	95,431	(7.1)
Total days of care	<u>6,793,832</u>	<u>6,324,063</u>	7.4

## Chemed Corporation and Subsidiary Companies

The increase in service revenues at VITAS is comprised primarily of a 7.4% increase in days-of-care, and a geographically weighted average Medicare reimbursement rate increase of approximately 2.4%, partially offset by 50-basis points as a result of CMS reimplementing sequestration that was suspended at the start of the pandemic in 2020. Acuity mix shift had minimal impact for the year when compared to prior year revenue and level-of-care mix.

The Roto-Rooter segment revenue is as follows (dollars in thousands):

	<u>2023</u>	<u>2022</u>	<u>Increase/(Decrease)</u> <u>Percent</u>
Drain cleaning	\$ 249,069	\$ 261,606	(4.8)
Plumbing	196,695	194,274	1.2
Excavation	233,196	222,945	4.6
Other	936	708	32.2
Subtotal - short term core	679,896	679,533	0.1
Water restoration	185,550	169,434	9.5
Independent contractors	85,749	84,442	1.5
Franchisee fees	5,658	5,591	1.2
Other	19,083	16,859	13.2
Gross revenue	975,936	955,859	2.1
Implicit price concessions and credit memos	(26,584)	(22,460)	(18.4)
Net revenue	<u>\$ 949,352</u>	<u>\$ 933,399</u>	1.7

The increase in plumbing revenues for 2023 versus 2022 is attributable to an 8.6% increase in price and service mix shift offset by a 7.4% decrease in job count. The decrease in drain cleaning revenues for 2023 versus 2022 is attributable to an 11.2% decrease in job count offset by a 6.4% increase in price and service mix shift. Excavation and water restoration jobs are generally sold as a result of initial calls from customers regarding drain cleaning issues. As a result, the 4.6% increase in excavation revenue and 9.5% increase in water restoration revenue are mainly a function of the size and severity of drain cleaning issues we encounter on a yearly basis. As these services generally represent emergency level work, declines in the total volume of drain cleaning jobs may not necessarily result in a decline in the number of water restoration or excavation jobs. Contractor operations increased 1.5%.

The consolidated gross margin excluding depreciation was 35.3% in 2023 versus 35.8% in 2022. On a segment basis, VITAS' gross margin excluding depreciation was 22.6% in 2023 and 22.4% in 2022. Roto-Rooter's gross margin excluding depreciation was 52.8% in 2023 and 53.1% in 2022.

Selling, general and administrative expenses ("SG&A") for 2023 and 2022 comprise (in thousands):

	<u>2023</u>	<u>2022</u>
SG&A expenses before long-term incentive compensation, and the impact of market value adjustments related to deferred compensation trusts	\$ 377,027	\$ 360,896
Long-term incentive compensation	11,689	(9,970)
Impact of market value adjustments related to assets held in deferred compensation trusts	6,404	7,801
Total SG&A expenses	<u>\$ 395,120</u>	<u>\$ 358,727</u>

SG&A expenses before long-term incentive compensation and the impact of market value adjustments related to deferred compensation trusts for 2023 were up 4.5% when compared to 2022. This increase was mainly a result of the increase in selling expenses and normal salary increases.

Included in the allocation of the purchase price for Roto-Rooter's 2019 acquisitions was \$59.2 million related to reacquired franchise rights. Reacquired franchise rights, included in identifiable intangibles on the Consolidated Balance Sheets, are amortized over the period remaining in each individual franchise agreement. The average amortization period for reacquired franchise rights for the acquisitions made in 2019 is 7.4 years. In 2023 and 2022, amortization expense from the reacquired franchise rights for these two acquisitions was \$8.1 million compared to the franchise fee revenue recognized from all other Roto-Rooter franchises, nationwide, of \$5.7 million.

Chemed Corporation and Subsidiary Companies

Other operating expense for 2023 and 2022 comprise (in thousands):

	<u>2023</u>	<u>2022</u>
Litigation settlements	\$ 2,050	\$ 4,000
(Gain)/Loss on disposal of property and equipment	211	(309)
Total other operating expenses	<u>\$ 2,261</u>	<u>\$ 3,691</u>

Other (expense)/income-net for 2023 and 2022 comprise (in thousands):

	<u>2023</u>	<u>2022</u>
Market value gains on assets held in deferred compensation trusts	\$ 6,404	\$ (9,970)
Interest income	6,270	355
Other	232	382
Total other (expense)/income	<u>\$ 12,906</u>	<u>\$ (9,233)</u>

Our effective tax rate reconciliation is as follows:

	<u>2023</u>	<u>2022</u>
Income tax provision calculated using the statutory rate	\$ 73,577	\$ 69,233
State and local income taxes, less federal income tax effect	2,306	10,207
Nondeductible expenses	6,600	6,958
Excess stock compensation tax benefits	(4,330)	(5,928)
Other-net	(295)	(415)
Income tax provision	<u>\$ 77,858</u>	<u>\$ 80,055</u>
Effective tax rate	<u>22.2 %</u>	<u>24.3 %</u>

Net income for both periods include the following after-tax adjustments that increased/(reduced) after-tax earnings (in thousands):

	<u>2023</u>	<u>2022</u>
VITAS		
Impact of deferred rate tax change	\$ 1,772	\$ -
Litigation settlements	-	(2,984)
Direct costs related to COVID-19	-	(231)
Medicare cap sequestration adjustment	-	(103)
Roto-Rooter		
Amortization of reacquired franchise agreements	(7,216)	(6,915)
Impact of deferred rate tax change	3,559	-
Litigation settlements	(1,577)	(726)
Corporate		
Stock option expense	(25,405)	(22,028)
Long-term incentive compensation	(10,379)	(6,858)
Excess tax benefits on stock compensation	4,330	5,928
Impact of deferred rate tax change	(1,090)	-
Direct costs related to COVID-19	-	(68)
Total	<u>\$ (36,006)</u>	<u>\$ (33,985)</u>

**2023 Versus 2022 – Segment Results**

Net income/(loss) for 2023 versus 2022 (in thousand):

	<u>2023</u>	<u>2022</u>
VITAS	\$ 158,509	\$ 131,452
Roto-Rooter	188,241	186,120
Corporate	<u>(74,241)</u>	<u>(67,948)</u>
	<u>\$ 272,509</u>	<u>\$ 249,624</u>

VITAS' after-tax earnings increased due mainly to higher revenue. Additionally, VITAS had a \$3.0 million after-tax legal settlement expense in 2022 which did not recur in 2023 and \$1.8 million tax benefit related to the impact of the deferred rate tax change. After-tax earnings as a percent of revenue at VITAS in 2023 was 12.1% as compared to 10.9% in 2022.

Roto-Rooter's after-tax earnings as a percent of revenue at Roto-Rooter in 2023 was 19.8% as compared to 19.9% in 2022.

After-tax Corporate expenses for 2023 increased 9.3% when compared to 2022 due mainly to a \$3.4 million increase in after-tax stock option expense and an increase in after-tax long-term incentive compensation of \$3.5 million offset by a \$1.6 million decrease in excess tax benefits on stock compensation.

CRITICAL ACCOUNTING ESTIMATES

**VITAS Revenue Implicit Price Concessions**

Service revenue for VITAS is reported at the amount that reflects the ultimate consideration we expect to receive in exchange for providing patient care. These amounts are due from third-party payors, primarily government programs (Medicare and Medicaid) or commercial health insurers. Revenue is recorded at the government-mandated service level rate or the contractually agreed-upon service level rate, whichever is applicable for the patient being served. At the same time, a reduction in revenue is estimated and recorded for expected contractual adjustments. These contractual adjustments are referred to as “implicit price concessions”. Implicit price concessions at VITAS are considered critical accounting estimates as they involve a significant amount of judgment by management. Over 95% of VITAS’ revenue is from Medicare or Medicaid, resulting in the majority of implicit price concessions being related to Federal or state payors. The remainder of this discussion focuses on the process related to these Federal or state related implicit price concessions.

The laws and regulations governing hospice services are voluminous. Federal and state agencies, or their designated intermediaries, scrutinize hospice claims under various review initiatives to determine their validity and appropriateness. These reviews generally target specific categories of patients and are not statistically chosen. The Company has processes and procedures in place to help ensure compliance. The estimate of implicit price concessions is based on two main assumptions, as follows:

- There are a small percentage of claims that are rejected by the payor soon after billing. These claims generally contain a minor non-medical, documentation defect in the billing process. The estimated implicit price concession for this type of claim is based mainly on historical experience which is relatively consistent from year-to-year. The implicit price concession estimate relating to this assumption is not material.
- There are claims subject to the review process described above which are initially denied by the reviewer. There are many reasons that a claim may be denied including, but not limited to: defects in the non-medical documentation; a difference of opinion with respect to the medical condition of the patient; or a perceived lack of adequate medical documentation. Each denial is researched by a team of internal VITAS employees. There is a standard appeal process for any claim we believe was inappropriately denied. The appeal for these claims may take several months if not years to make it through the entire appeal process. The estimated implicit price concession for this type of claim is based on a number of key factors, including our historical success rate of appeal, settlement history for similar reviews, the types of reviews being conducted and the overall current review environment.

Our estimate currently assumes that we ultimately do not receive consideration for approximately 20% to 30% of claims currently selected for review or expected to be selected for review. If our current estimate changes by 1%, there would be a \$1.8 million impact on our estimate of implicit price concessions.

Our estimates of implicit price concessions at VITAS are updated and reviewed quarterly based on the most recent facts available. Subsequent changes in facts and circumstances are recorded in the period they become known. There have been no changes to the assumptions that would significantly impact our estimate of implicit price concessions.

**Insurance Accruals**

For the Roto-Rooter segment and Chemed’s Corporate Office, we initially self-insure for all casualty insurance claims (workers’ compensation, auto liability and general liability). As a result, we closely monitor and frequently evaluate our historical claims experience to estimate the appropriate level of accrual for self-insured claims. Our third-party administrator (“TPA”) processes and reviews claims on a monthly basis. Currently, our exposure on any single claim is capped by stop-loss coverage at \$750,000, with the exception of auto liability claims which are capped at \$3.0 million of stop-loss coverage. In developing our estimates, we accumulate historical claims data for the previous 10 years to calculate loss development factors (“LDF”) by insurance coverage type. LDFs are applied to known claims to estimate the ultimate potential liability for known and unknown claims for each open policy year. LDFs are updated annually. Because this methodology relies heavily on historical claims data, the key risk is whether the historical claims are an accurate predictor of future claims exposure. The risk also exists that certain claims have been incurred and not reported on a timely basis. To mitigate these risks, in conjunction with our TPA, we closely monitor claims to ensure timely accumulation of data and compare claims trends with the industry experience of our TPA.

For the VITAS segment, we initially self-insure for workers’ compensation claims. Currently, VITAS’ exposure on any single claim is capped at \$1,000,000, due to stop loss insurance held with a commercial insurance carrier. For VITAS’ self-insurance accruals

for workers' compensation, the valuation methods used are similar to those used internally for our other business units. We are also insured for other risks with respect to professional liability with a deductible of \$1,000,000.

Our casualty insurance liabilities are recorded gross before any estimated recovery for amounts exceeding our stop loss limits. Estimated recoveries from insurance carriers are recorded as accounts receivable. Claims experience adjustments to our casualty and workers' compensation accrual for the years ended December 31, 2024, 2023 and 2022, were net pretax credits of (\$10,374,000), (\$6,862,000), and (\$5,790,000), respectively.

As an indication of the sensitivity of the accrued liability to reported claims, our analysis indicates that a 1% across-the-board increase or decrease in the amount of projected losses would increase or decrease the accrued insurance liability at December 31, 2024 by \$5.0 million or 8.9%. While the amount recorded represents our best estimate of the casualty and workers' compensation insurance liability, we have calculated, based on historical claims experience, the actual loss could reasonably be expected to increase or decrease by approximately \$500,000 as of December 31, 2024.

Chemed Corporation and Subsidiary Companies

**Chemed Corporation and Subsidiary Companies**  
**Unaudited Consolidating Summaries and Reconciliations of Adjusted EBITDA (in thousands)**

2024	VITAS	Roto-Rooter	Corporate	Chemed Consolidated
Net income/(loss)	\$ 216,819	\$ 160,046	\$ (74,866)	\$ 301,999
Add/(deduct):				
Interest expense	171	431	1,178	1,780
Income taxes	67,414	48,510	(18,458)	97,466
Depreciation	20,362	32,452	50	52,864
Amortization	105	10,080	-	10,185
EBITDA	<u>304,871</u>	<u>251,519</u>	<u>(92,096)</u>	<u>464,294</u>
Add/(deduct):				
Intercompany interest/(expense)	(20,211)	(14,397)	34,608	-
Interest income	(224)	(69)	(14,317)	(14,610)
Stock option expense	-	-	32,033	32,033
Long-term incentive compensation	-	-	14,815	14,815
Severance arrangement	-	-	5,337	5,337
Acquisition expense	1,099	34	-	1,133
Adjusted EBITDA	<u>\$ 285,535</u>	<u>\$ 237,087</u>	<u>\$ (19,620)</u>	<u>\$ 503,002</u>
2023	VITAS	Roto-Rooter	Corporate	Chemed Consolidated
Net income/(loss)	\$ 158,509	\$ 188,241	\$ (74,241)	\$ 272,509
Add/(deduct):				
Interest expense	180	442	2,486	3,108
Income taxes	46,115	50,125	(18,382)	77,858
Depreciation	19,959	30,790	53	50,802
Amortization	104	9,959	-	10,063
EBITDA	<u>224,867</u>	<u>279,557</u>	<u>(90,084)</u>	<u>414,340</u>
Add/(deduct):				
Intercompany interest/(expense)	(19,400)	(11,918)	31,318	-
Interest income	(1,078)	(125)	(5,067)	(6,270)
Stock option expense	-	-	30,082	30,082
Long-term incentive compensation	-	-	11,689	11,689
Litigation settlement	-	2,056	-	2,056
Adjusted EBITDA	<u>\$ 204,389</u>	<u>\$ 269,570</u>	<u>\$ (22,062)</u>	<u>\$ 451,897</u>
2022	VITAS	Roto-Rooter	Corporate	Chemed Consolidated
Net income/(loss)	\$ 131,452	\$ 186,120	\$ (67,948)	\$ 249,624
Add/(deduct):				
Interest expense	172	396	4,016	4,584
Income taxes	43,000	58,695	(21,640)	80,055
Depreciation	21,955	27,075	72	49,102
Amortization	101	9,969	-	10,070
EBITDA	<u>196,680</u>	<u>282,255</u>	<u>(85,500)</u>	<u>393,435</u>
Add/(deduct):				
Intercompany interest/(expense)	(18,901)	(9,345)	28,246	-
Interest income	(218)	(138)	1	(355)
Stock option expense	-	-	26,254	26,254
Long-term incentive compensation	-	-	7,801	7,801
Litigation settlement	4,000	-	-	4,000
Direct costs related to COVID-19	310	988	89	1,387
Medicare cap sequestration adjustment	138	-	-	138
Adjusted EBITDA	<u>\$ 182,009</u>	<u>\$ 273,760</u>	<u>\$ (23,109)</u>	<u>\$ 432,660</u>

**CHEMED CORPORATION AND SUBSIDIARY COMPANIES**  
**RECONCILIATION OF ADJUSTED NET INCOME**  
(in thousands, except per share data)(unaudited)

	<b>For the Years Ended December 31,</b>		
	<b>2024</b>	<b>2023</b>	<b>2022</b>
Net income as reported	\$ <b>301,999</b>	\$ 272,509	\$ 249,624
Add/(deduct) pre-tax cost of:			
Stock option expense	32,033	30,082	26,254
Long-term incentive compensation	14,815	11,689	7,801
Amortization of reacquired franchise agreements	9,408	9,408	9,408
Severance	5,337	-	-
Acquisition expense	1,133	-	-
Litigation settlements	-	2,056	4,000
COVID-19 expenses	-	-	1,387
Medicare cap sequestration adjustment	-	-	138
Add/(deduct) tax impacts:			
Tax impact of the above pre-tax adjustments (1)	(9,095)	(8,658)	(9,075)
Tax impact of deferred tax rate change	-	(4,241)	-
Excess tax benefits on stock compensation	(4,442)	(4,330)	(5,928)
Adjusted net income	<u>\$ <b>351,188</b></u>	<u>\$ 308,515</u>	<u>\$ 283,609</u>
 Diluted Earnings Per Share As Reported			
Net income	<u>\$ <b>19.89</b></u>	<u>\$ 17.93</u>	<u>\$ 16.53</u>
Average number of shares outstanding	<u><b>15,186</b></u>	<u>15,200</u>	<u>15,099</u>
 Adjusted Diluted Earnings Per Share			
Net income	<u>\$ <b>23.13</b></u>	<u>\$ 20.30</u>	<u>\$ 18.78</u>
Average number of shares outstanding	<u><b>15,186</b></u>	<u>15,200</u>	<u>15,099</u>

(1) The tax impact of pre-tax adjustments was calculated using the effective tax rate of the operating unit for which each adjustment is associated.

The "Footnotes to Financial Statements" are integral parts of this financial information.

**CHEMED CORPORATION AND SUBSIDIARY COMPANIES  
OPERATING STATISTICS FOR VITAS SEGMENT (unaudited)**

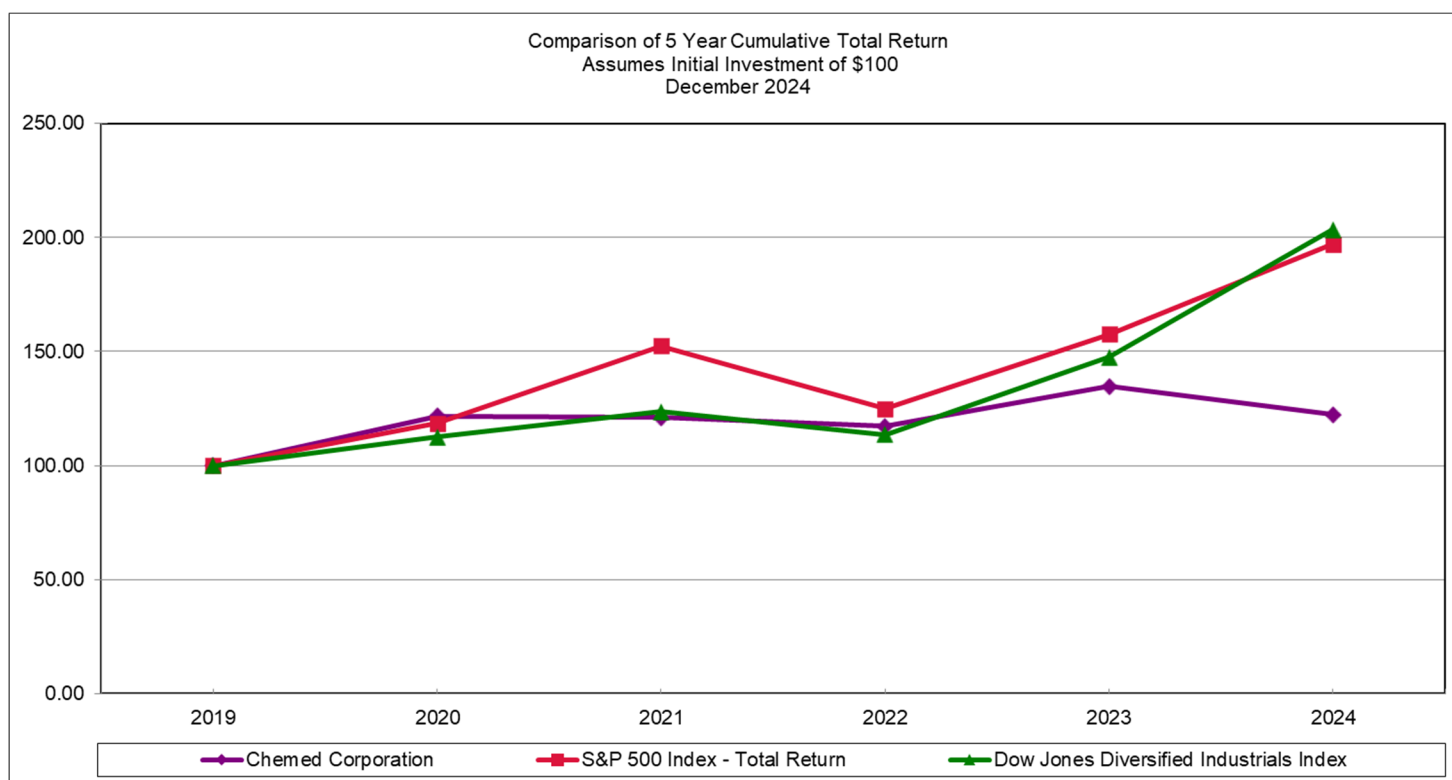
OPERATING STATISTICS	Three Months Ended December 31,		Year Ended December 31,	
	2024	2023	2024	2023
Net revenue (\$000)				
Homecare	\$ 358,507	\$ 303,883	\$ 1,326,488	\$ 1,136,437
Inpatient	31,307	28,107	120,604	112,419
Continuous care	25,451	22,620	99,746	85,674
Other	5,556	3,844	19,455	13,582
Subtotal	\$ 420,821	\$ 358,454	\$ 1,566,293	\$ 1,348,112
Room and board, net	(3,867)	(2,535)	(13,304)	(10,851)
Contractual allowances	(3,521)	(3,546)	(13,597)	(14,196)
Medicare cap allowance	(2,425)	(2,375)	(8,414)	(8,000)
Total	\$ 411,008	\$ 349,998	\$ 1,530,978	\$ 1,315,065
Net revenue as a percent of total before Medicare cap allowance				
Homecare	85.2%	84.8%	84.7%	84.3%
Inpatient	7.4	7.8	7.7	8.3
Continuous care	6.0	6.3	6.4	6.4
Other	1.4	1.1	1.2	1.0
Subtotal	100.0	100.0	100.0	100.0
Room and board, net	(0.9)	(0.7)	(0.8)	(0.8)
Contractual allowances	(0.8)	(1.0)	(0.9)	(1.1)
Medicare cap allowance	(0.6)	(0.7)	(0.5)	(0.6)
Total	97.7%	97.6%	97.8%	97.5%
Days of Care				
Homecare	1,656,206	1,439,494	6,277,961	5,457,963
Nursing home	322,713	285,616	1,230,726	1,118,728
Respite	11,155	7,394	37,961	26,605
Subtotal routine homecare and respite	1,990,074	1,732,504	7,546,648	6,603,296
Inpatient	27,235	24,918	106,299	101,905
Continuous care	23,189	23,001	95,524	88,631
Total	2,040,498	1,780,423	7,748,471	6,793,832
Number of days in relevant time period	92	92	366	365
Average daily census ("ADC") (days)				
Homecare	18,002	15,646	17,153	14,953
Nursing home	3,508	3,105	3,363	3,065
Respite	121	80	104	73
Subtotal routine homecare and respite	21,631	18,831	20,620	18,091
Inpatient	296	271	290	279
Continuous care	252	250	261	243
Total	22,179	19,352	21,171	18,613
Total Admissions	16,427	15,867	67,447	63,431
Total Discharges	16,333	15,705	64,618	61,242
Average length of stay (days)	105.5	105.9	103.0	102.2
Median length of stay (days)	18.0	17.0	17.0	16.0
ADC by major diagnosis				
Cerebro	44.2%	42.8%	44.0%	42.5%
Neurological	12.9	13.7	13.2	15.3
Cancer	9.9	10.3	10.0	10.5
Cardio	16.2	16.2	16.2	16.1
Respiratory	6.9	7.0	7.1	7.1
Other	9.9	10.0	9.5	8.5
Total	100.0%	100.0%	100.0%	100.0%
Admissions by major diagnosis				
Cerebro	28.0%	26.5%	27.8%	26.4%
Neurological	7.0	8.3	7.6	9.4
Cancer	25.9	25.9	25.3	26.0
Cardio	15.3	15.4	15.6	16.0
Respiratory	9.8	10.1	9.9	10.1
Other	14.0	13.8	13.8	12.1
Total	100.0%	100.0%	100.0%	100.0%
Bad debt expense as a percent of revenues	0.9 %	1.0 %	0.9 %	1.1 %
Accounts receivable --Days of revenue outstanding- excluding unapplied Medicare payments	40.0	37.8	N.A.	N.A.
Accounts receivable--Days of revenue outstanding- including unapplied Medicare payments	28.5	36.0	N.A.	N.A.

SAFE HARBOR STATEMENT UNDER THE PRIVATE SECURITIES LITIGATION REFORM ACT OF 1995 REGARDING FORWARD-LOOKING INFORMATION

In addition to historical information, this report contains forward-looking statements and performance trends that are based upon assumptions subject to certain known and unknown risks, uncertainties, contingencies and other factors. Such forward-looking statements and trends include, but are not limited to, the impact of laws and regulations on our operations, our estimate of future effective income tax rates and the recoverability of deferred tax assets. Variances in any or all of the risks, uncertainties, contingencies, and other factors from our assumptions could cause actual results to differ materially from these forward-looking statements and trends. Our ability to deal with the unknown outcomes of these events, many of which are beyond our control, may affect the reliability of our projections and other financial matters.

**Comparative Stock Performance**

The graph below compares the yearly percentage change in the Company’s cumulative total stockholder return on Capital Stock (as measured by dividing (i) the sum of (A) the cumulative amount of dividends for the period December 31, 2019, to December 31, 2024, assuming dividend reinvestment, and (B) the difference between the Company’s share price at December 31, 2019 and December 31, 2024; by (ii) the share price at December 31, 2019) with the cumulative total return, assuming reinvestment of dividends, of the (1) S&P 500 Stock Index and (2) Dow Jones Industrial Diversified Index.



December 31	2019	2020	2021	2022	2023	2024
<b>Chemed Corporation</b>	100.00	121.59	121.14	117.21	134.65	122.37
<b>S&amp;P 500</b>	100.00	118.40	152.39	124.79	157.59	197.02
<b>Dow Jones Diversified Industrials</b>	100.00	112.44	123.67	113.61	147.49	203.37

# Corporate Officers and Directors

## Corporate Officers

**Kevin J. McNamara**

President and Chief Executive Officer

**Spencer S. Lee**

Executive Vice President

**Nicholas M. Westfall**

Executive Vice President

**Brian C. Judkins**

Vice President, Secretary and Chief Legal Officer

**Michael D. Witzeman**

Chief Financial Officer, Vice President, and  
Controller

**Lisa A. Reinhard**

Vice President, Chief Administrative Officer and  
Secretary

**Holley R. Schmidt**

Vice President and Assistant Controller

**Thomas C. Hutton**

Vice President

**Gregory A. Zarick**

Vice President

**Nathan J. McNamara**

Vice President

## Directors

**Kevin J. McNamara**

President and Chief Executive Officer,  
Chemed Corporation

**Ron DeLyons**<sup>(1)</sup>

Managing Member and Chief Executive Officer,  
Creekwood Energy Partners, LLC

**Patrick P. Grace**<sup>(1\*, 3\*)</sup>

President and Chief Executive Officer,  
Grace Institute Foundation

**Christopher J. Heaney**<sup>(2, 3)</sup>

Former President and Chief Executive Officer,  
Service America Systems, Inc.

**Thomas C. Hutton**

Vice President,  
Chemed Corporation

**Andrea R. Lindell**<sup>(2)</sup>

Dean Emeritus, College of Nursing and Emeritus  
Faculty, Walden University

**Eileen P. McCarthy**<sup>(2)</sup>

General Counsel and Corporate Secretary,  
JetBlue Airways Corporation

**John M. Mount Jr.**<sup>(1)</sup>

Chief Commercial Officer,  
Q Mixers

**Thomas P. Rice**<sup>(1)</sup>

General Manager and Partner,  
Columbia Investments LLC  
(investment company)

**George J. Walsh III**<sup>(2\*, 3)</sup>

Retired Partner, Thompson Hine LLP  
(law firm, New York, New York);  
Chairman of the Board of Directors,  
Chemed Corporation

1) Audit Committee

2) Compensation/Incentive Committee

3) Nominating Committee

\* Committee Chairman

# Corporate Information

## Corporate Headquarters

Chemed Corporation  
255 East Fifth Street  
Suite 2600  
Cincinnati, Ohio 45202-4726 513-762-6690  
www.chemed.com

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## Transfer Agent & Registrar

Individuals of record needing address changes, account balances, account consolidations, replacement of lost certificates or lost checks, dividend reinvestment plan statements or cost-basis data, 1099s, or assistance with other administrative matters relating to their Chemed Capital Stock should direct their inquiries to:

Equiniti Trust Company, Shareowner Services  
P.O. Box 64854  
St. Paul, Minnesota 55164-0854  
Telephone: 800-468-9716 (toll-free)  
Website: www.shareowneronline.com

*All questions relating to the administration of Chemed stock must be handled by Equiniti Trust Company.*

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## Dividend Reinvestment Plan for Holders of 25 or More Shares

The Chemed Automatic Dividend Reinvestment Plan is available to shareholders of record owning a minimum of 25 shares of Chemed Capital Stock. A plan brochure, including fee schedule, and enrollment information are available from the Dividend Reinvestment Agent, Equiniti Trust Company, at the address listed above.

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## Number of Shareholders

The approximate number of shareholders of record of Chemed Capital Stock was 1,164 on December 31, 2024. (This number does not include shareholders with shares held under beneficial ownership or within clearinghouse positions of brokerage firms and banks.)

## Corporate Inquiries

Annual reports, press releases, corporate governance guidelines, Board committee charters, Policies on Business Ethics, the Annual Report on Form 10-K, and other printed materials may be obtained from Chemed Investor Relations without charge. Printed materials may also be viewed and downloaded from Chemed's Web site at www.chemed.com.

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## Independent Accountants

PricewaterhouseCoopers LLP  
Cincinnati, Ohio 45202

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## Stock Exchange Listings

Chemed Capital Stock is listed on the New York Stock Exchange under the ticker symbol CHE.

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## Capital Stock & Dividend Data

The high and low closing prices for Chemed Capital Stock and dividends per share paid by quarter follow:

	Closing		Dividends Paid
	High	Low	
2023			
First Quarter	\$537.75	\$490.00	0.38
Second Quarter	567.21	529.45	0.38
Third Quarter	566.64	499.76	0.40
Fourth Quarter	593.00	502.71	0.40
2024			
First Quarter	\$650.70	\$566.18	0.40
Second Quarter	640.63	532.42	0.40
Third Quarter	600.97	527.82	0.50
Fourth Quarter	612.59	517.44	0.50

C H E M E D   C O R P O R A T I O N

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V I S I T   O U R   W E B S I T E S :



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