



Q1 2025 EARNINGS

May 6th, 2025 | Dustin Semach, President and CEO

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Safe Harbor and Regulation G Statement

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Sealed Air business and market update



Dustin Semach
President & CEO



Roni Johnson
Interim CFO

Q1 2025 results

Revenue

Net Sales

\$1.3B

Down 4% as reported
Down 2% constant currency

Earnings

Adj. EBITDA

\$276M

Down 1% as reported
Up 2% constant currency

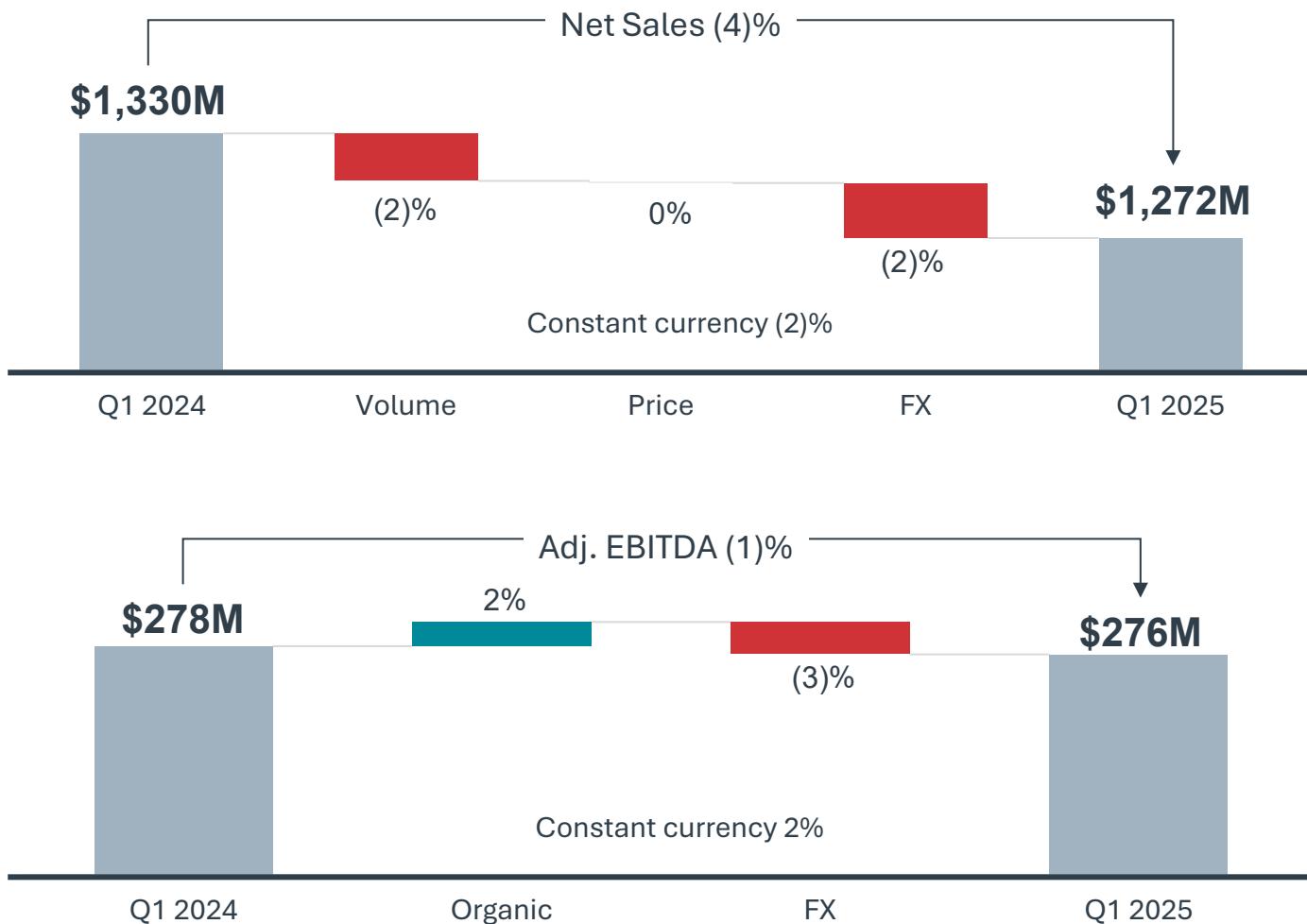
Earnings/Share

Adj. EPS

\$0.81

Up 4% as reported
Up 9% constant currency

Q1 2025 performance



Sealed Air Q1 sales **down 4%** as reported. Organic **decline** of **2%** due to lower volumes

Q1 Adj. EBITDA of \$276M, **down 1%** as reported, **up 2%** constant currency

Net Price Realization¹
unfavorable \$23M

Adj. EBITDA margin of 21.7%, **up 80 bps** on favorable productivity benefits partially offset by unfavorable net price realization

¹Net Price Realization defined as YoY Price less inflation on Direct Material, Freight, Non-Material and Labor costs

Q1 2025 segment performance

Food

Q1 organic sales **up 1%** driven by higher price

Q1 Adj. EBITDA of \$203M, **up 7%** as reported, **up 10%** constant currency

Adj. EBITDA margin of 23.8%, **up 200 bps**

Net Price Realization¹, **unfavorable \$12M**

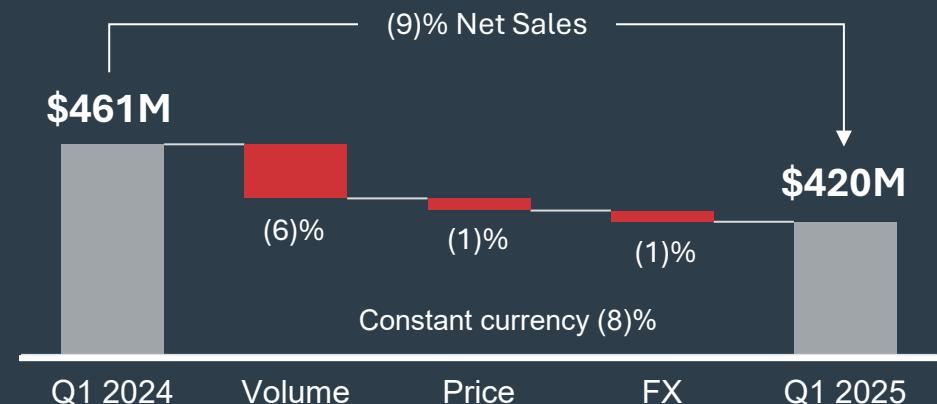
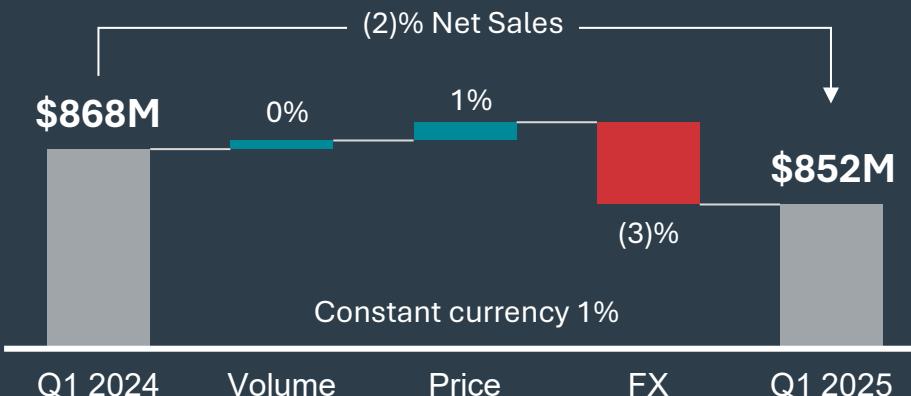
Protective

Q1 organic sales **down 8%** driven by lower volumes and unfavorable pricing

Q1 Adj. EBITDA of \$74M, **down 18%** as reported, **down 16%** constant currency

Adj. EBITDA margin of 17.6%, **down 180 bps**

Net Price Realization¹, **unfavorable \$11M**



Free Cash Flow

Lower Q1 cash flow driven by higher incentive compensation and tax payments

Continue to monetize working capital and drive high cash flow conversion on full year basis

Capital Allocation

Disciplined capital allocation

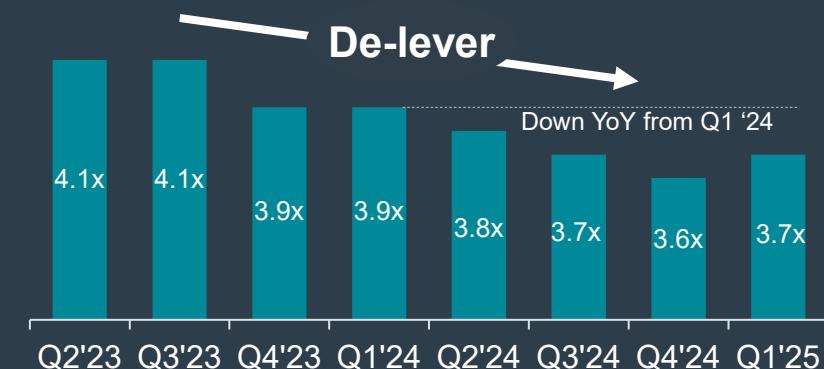
Target net debt / adj. EBITDA to ~3.0x in 2026

Debt leverage reduction of 0.2x YoY

YTD Free Cash Flow



Net Debt / Adj. EBITDA

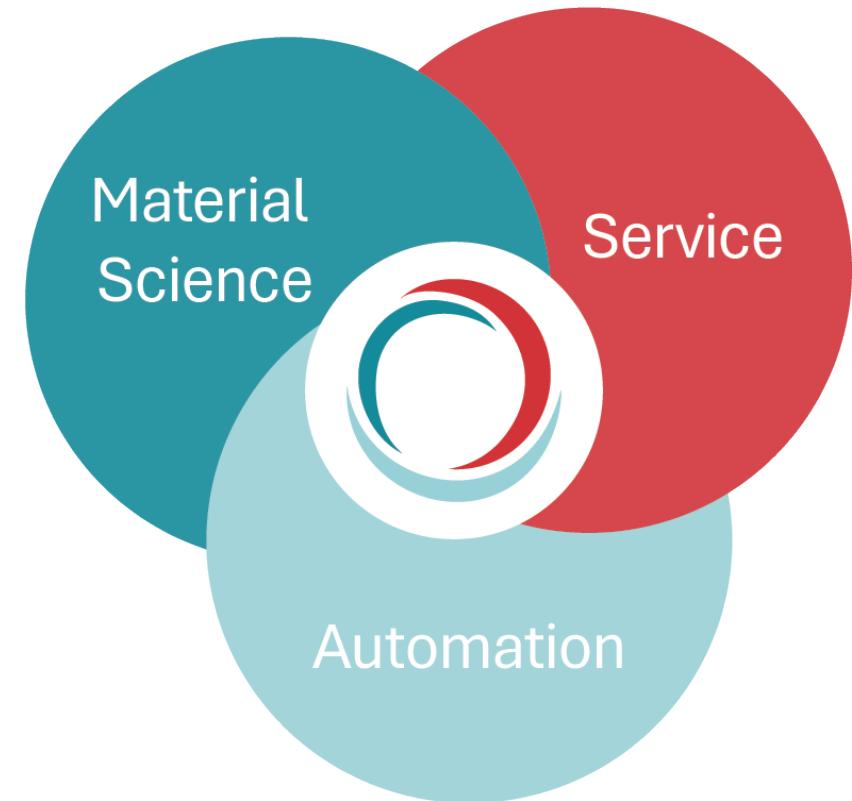


2025 Outlook

	Range	Constant currency △%
Net Sales	\$5.1 – \$5.5B	(4)% – 3%
Adj. EBITDA	\$1.075 – \$1.175B	(2)% – 7%
Adj. EPS	\$2.90 – \$3.30	(6)% – 7%
Free Cash Flow	\$350 – \$450M	



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APPENDIX

U.S. GAAP Summary & Reconciliations

Disciplined capital allocation model

Debt Reduction

Focus on deleverage

Q1'25 net debt / adj. EBITDA ~3.7x

Target net debt / adj. EBITDA to ~3.0x in 2026

Focus to drive high FY FCF conversion¹

Returning Capital to Shareholders

Dividend payout ratio² Q1'25 ~25%

Q1'25 Cash dividend \$29M or \$0.20 per share

No shares repurchased

No M&A

In Millions USD

Debt Paydown
~\$250 | 42%

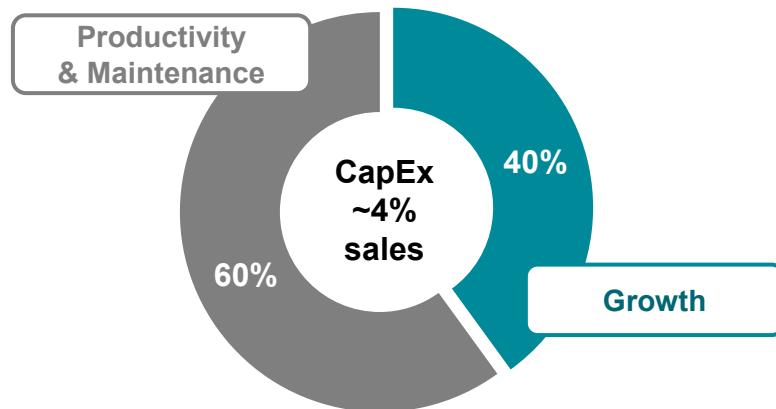
Capex
~\$220 | 36%

2025 Operating
Cash Flow
~ \$600M

Other
~\$10 | 2%

Dividends
~\$120 | 20%

2025 Investing to drive Organic Growth



Free Cash Flow

	Three Months Ended Mar. 31,	
(\$M)	2025	2024
Adjusted EBITDA	276	278
Interest payments, net	(68)	(75)
Income tax payments, net of refunds	(48)	(21)
Restructuring & assoc. payments	(18)	(14)
Change in trade working capital, net ¹	(43)	(15)
Change in other assets/liabilities	(68)	(28)
Cash flow provided by operating activities	32	125
Capital expenditures	(44)	(47)
Free Cash Flow	(12)	78

Adjusted EBITDA and Adjusted Tax Rate

	Three Months Ended		Last Twelve Months Ended							
	Mar 31, 2025	Mar 31, 2024	Jun 30, 2023	Sep 30, 2023	Dec 31, 2023	Mar 31, 2024	Jun 30, 2024	Sep 30, 2024	Dec 31, 2024	Mar 31, 2025
GAAP Net earnings from continuing operations	116.9	83.4	384.1	309.1	339.3	359.8	363.7	394.8	269.5	303.0
Interest expense, net	56.8	65.1	210.4	239.6	263.0	270.3	264.9	255.3	247.6	239.3
Income tax provision	10.2	35.7	215.0	183.9	90.4	92.3	84.7	95.1	188.9	163.4
Depreciation and amortization, net of adjustments	58.7	60.9	239.7	244.9	239.6	231.6	238.1	236.7	243.7	241.5
<i>Special Items:</i>										
Liquibox intangible amortization	7.6	7.5	12.5	19.9	27.9	30.4	30.6	30.7	30.3	30.4
Liquibox inventory step-up expense	-	-	10.8	10.8	10.2	1.8	(0.6)	(0.6)	-	-
Restructuring charges	2.6	15.5	7.5	16.7	15.6	32.3	34.2	31.2	57.8	44.9
Other restructuring associated costs	5.9	6.8	2.3	35.3	34.5	41.5	47.8	22.2	30.3	29.4
Fx loss due to highly inflationary economies	1.7	4.9	10.8	13.5	23.1	25.4	22.9	20.4	9.9	6.7
Loss on debt redemption and refinancing activities	-	-	4.9	4.9	13.2	8.3	15.1	15.1	6.8	6.8
Impairment of debt investments	-	-	(1.0)	(1.0)	-	-	-	-	8.5	8.5
Contract terminations	-	(0.1)	-	15.3	14.6	14.5	14.5	(0.8)	(0.1)	-
Charges related to acquisition and divestiture activity	0.1	(1.9)	25.9	28.4	28.3	9.5	5.7	7.0	4.2	6.2
CEO Severance/Separation Costs	7.4	-	-	-	6.1	6.1	6.1	6.1	-	7.4
Accelerated executive share-based compensation expense	5.0	-	-	-	-	-	-	-	-	5.0
Other Special Items	3.4	0.5	14.5	8.2	0.8	(6.2)	(4.9)	0.9	13.2	16.1
Pre-tax impact of Special Items	33.7	33.2	88.2	152.0	174.3	163.6	171.4	132.2	160.9	161.4
Non-GAAP Total Company Adjusted EBITDA	276.3	278.3	1,137.4	1,129.5	1,106.6	1,117.6	1,122.8	1,114.1	1,110.6	1,108.6
GAAP Earnings before income tax provision	127.1	119.1	599.1	493.0	429.7	452.1	448.4	489.9	458.4	466.4
Pre-tax impact of Special Items	33.7	33.2	88.2	152.0	174.3	163.6	171.4	132.2	160.9	161.4
Non-GAAP Adjusted Earnings before income tax provision	160.8	152.3	687.3	645.0	604.0	615.7	619.8	622.1	619.3	627.8
GAAP Income tax provision	10.2	35.7	215.0	183.9	90.4	92.3	84.7	95.1	188.9	163.4
Tax Special Items	23.6	(4.1)	(51.6)	(46.6)	20.0	22.2	25.2	22.0	(64.7)	(37.0)
Tax Impact of Special Items	7.5	7.9	13.4	28.7	32.3	34.0	37.5	28.4	36.2	35.8
Non-GAAP Adjusted Income tax provision	41.3	39.5	176.8	166.0	142.7	148.5	147.4	145.5	160.4	162.2
GAAP Effective Income tax rate	8.0%	30.0%	35.9%	37.3%	21.0%	20.4%	18.9%	19.4%	41.2%	35.0%
Non-GAAP Adjusted Income Tax Provision	25.7%	25.9%	25.7%	25.7%	23.6%	24.1%	23.8%	23.4%	25.9%	25.8%

U.S. GAAP summary & reconciliations

(\$M, except per share data)	Three Months Ended March 31,							
	2025				2024			
	Net Earnings	Diluted EPS	Net Earnings	Diluted EPS				
GAAP net earnings and diluted EPS from cont. operations	\$ 116.9	\$ 0.79	\$ 83.4	\$ 0.57				
Special Items	2.6	0.02	29.4	0.20				
Non-GAAP Adj net earnings and adj diluted EPS	\$ 119.5	\$ 0.81	\$ 112.8	\$ 0.78				
Weighted average common shares outstanding - Diluted		146.8		145.4				
Net Debt/Adjusted EBITDA	Q2'23	Q3'23	Q4'23	Q1'24	Q2'24	Q3'24	Q4'24	Q1'25
(\$M)								
Non-GAAP Total Company Adj EBITDA (LTM)	\$ 1,137	\$ 1,130	\$ 1,107	\$ 1,118	\$ 1,123	\$ 1,114	\$ 1,111	\$ 1,109
Total Debt	\$ 4,971	\$ 4,870	\$ 4,690	\$ 4,662	\$ 4,615	\$ 4,532	\$ 4,404	\$ 4,404
Less: Cash and cash equivalents	(285)	(281)	(346)	(353)	(389)	(386)	(372)	(335)
Net Debt	\$ 4,686	\$ 4,589	\$ 4,344	\$ 4,309	\$ 4,226	\$ 4,146	\$ 4,032	\$ 4,069
Net Leverage Ratio (Net Debt/Adjusted EBITDA)	4.1	4.1	3.9	3.9	3.8	3.7	3.6	3.7

Components of change in net sales

By segment

	Three Months Ended March 31,						
	(\$M)	Food		Protective		Total Company	
2024 Net Sales	\$ 868.4	65.3%	\$ 461.2	34.7%	\$ 1,329.6	100.0%	
Price	5.4	0.6%	(6.5)	(1.4)%	(1.1)	(0.1)%	
Volume	2.5	0.3%	(28.6)	(6.2)%	(26.1)	(1.9)%	
Total constant currency change (non-GAAP)	7.9	0.9%	(35.1)	(7.6)%	(27.2)	(2.0)%	
Foreign currency translation	(24.2)	(2.8)%	(5.7)	(1.2)%	(29.9)	(2.3)%	
Total change (GAAP)	(16.3)	(1.9)%	(40.8)	(8.8)%	(57.1)	(4.3)%	
2025 Net Sales	\$ 852.1	67.0%	\$ 420.4	33.0%	\$ 1,272.5	100.0%	