

Q1

2025 Results Presentation

May 6, 2025



 **KNIFE RIVER** | KNF
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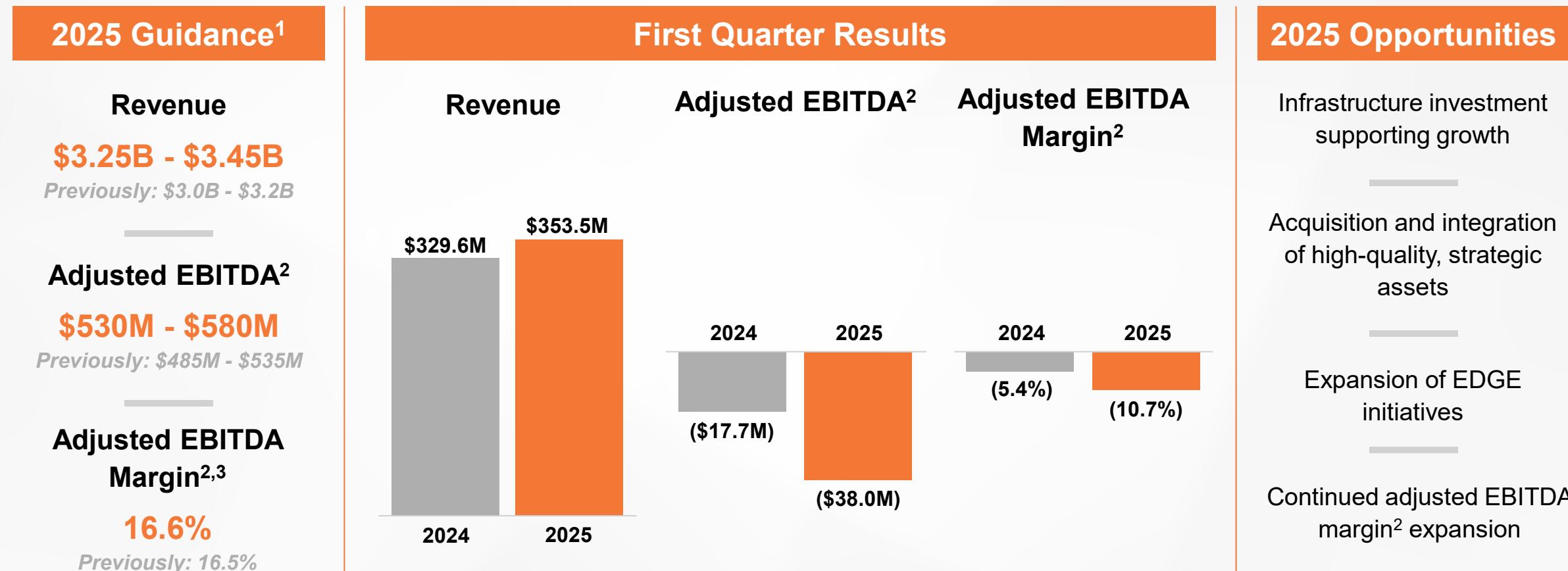
Forward Looking Statements

The information in this presentation highlights the key growth strategies, projections and certain assumptions for the company and its subsidiaries, including with respect to the benefits of acquisitions. Many of these highlighted statements and other statements not historical in nature are "forward-looking statements" within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Although the company believes that its expectations are expressed in good faith and based on reasonable assumptions, there is no assurance the company's statements with respect to its EDGE strategy, shareholder value creation, financial guidance, expected long-term goals or expected backlog margin, acquisitions, financing plan or other proposed strategies will be achieved. Please refer to assumptions contained in this presentation, as well as the various important factors listed in Part I, Item 1A - Risk Factors in the company's 2024 Form 10-K and subsequent filings with the Securities and Exchange Commission.

Changes in such assumptions and factors could cause actual future results to differ materially from those expressed in the forward-looking statements. All forward-looking statements in this presentation are expressly qualified by such cautionary statements and by reference to the underlying assumptions. Undue reliance should not be placed on forward-looking statements, which speak only as of the date they are made. Except as required by law, the company does not undertake to update forward-looking statements, whether as a result of new information, future events or otherwise.

Throughout this presentation, the company presents financial information prepared in accordance with GAAP, as well as EBITDA, EBITDA margin, Adjusted EBITDA, Adjusted EBITDA margin, as well as total segment measures, as applicable, net debt, and net leverage, which are considered non-GAAP financial measures. The use of these non-GAAP financial measures should not be construed as alternatives to net income, net income margin, operating income and total debt, as applicable. The company believes the use of these non-GAAP financial measures are beneficial in evaluating the company's operating performance. Please refer to the "Non-GAAP Financial Measures" section contained in this document for additional information.

Investing for Long-Term Growth



¹ Guidance does not include the expected impact of potential acquisitions or material impacts related to tariffs. ² See Appendix for reconciliation of this non-GAAP financial measure to the most directly comparable GAAP financial measure.

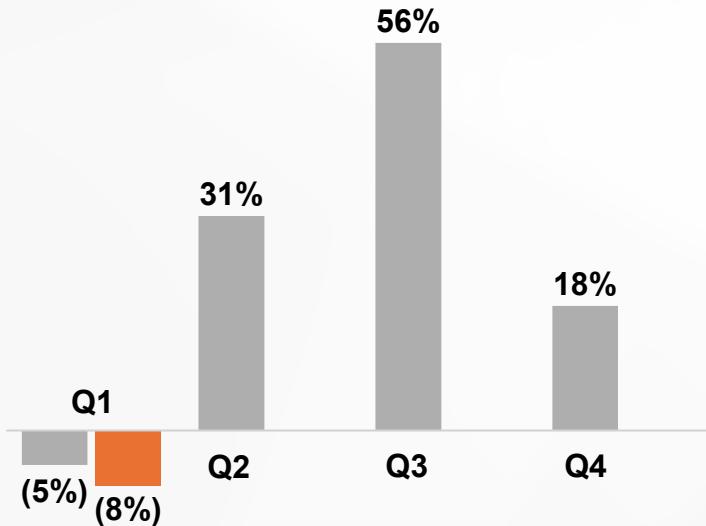
³ Reflects the midpoint of Adjusted EBITDA guidance divided by the midpoint of Revenue guidance.

Construction Activity is Influenced by Seasonality

EBITDA¹ Seasonality

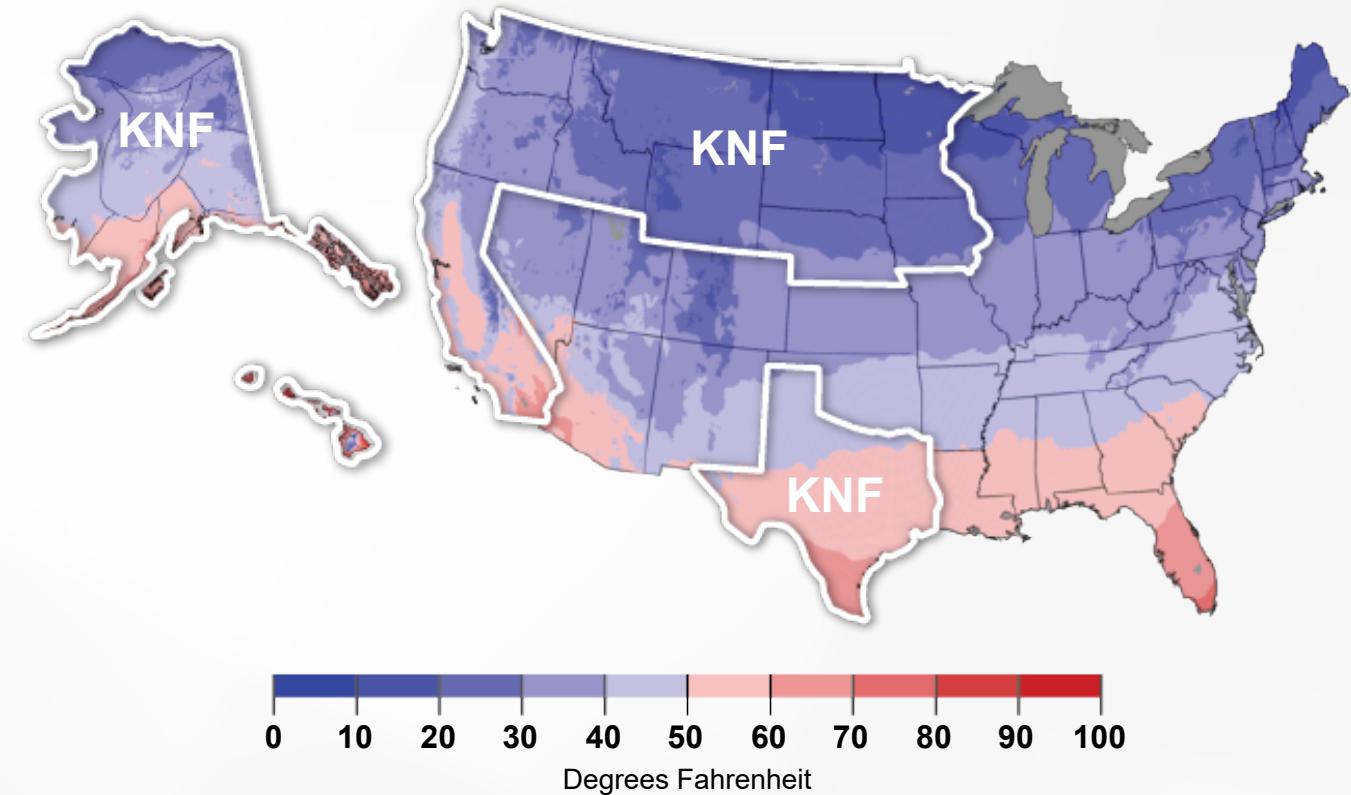
As a % of Full-Year Results

- KNF 5-Year Avg²
- 2025 Q1 with Strata/Albina^{3, 4}



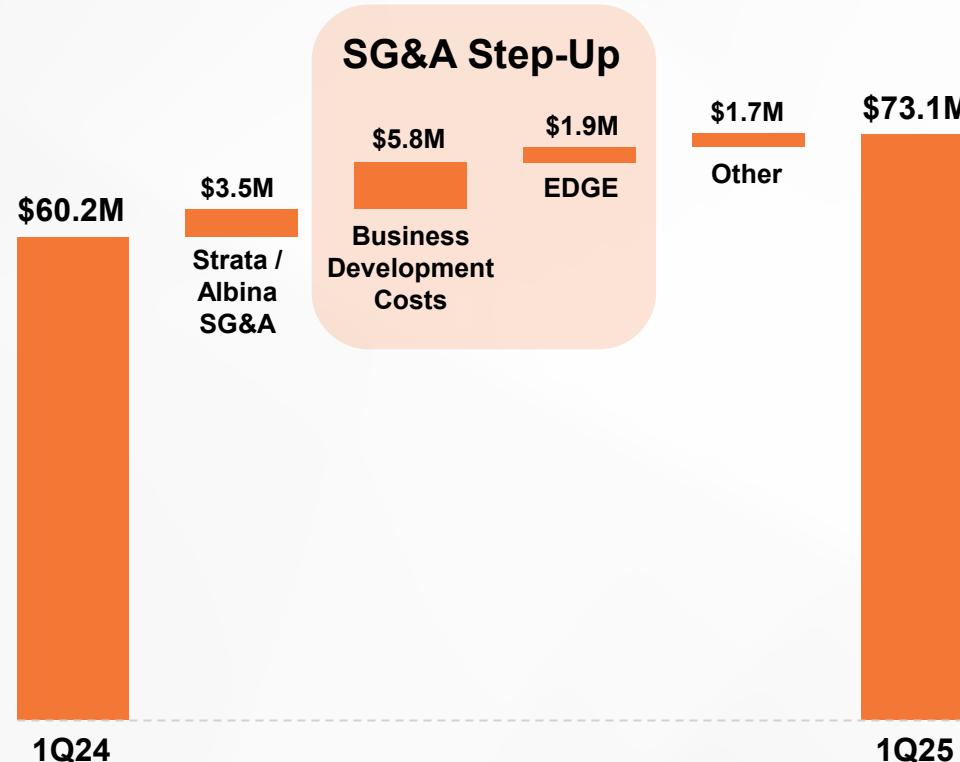
Average Temperature⁵

January – March 2025



¹ See Appendix for reconciliation of this non-GAAP financial measure to the most directly comparable GAAP financial measure. ² Based on 5-year average 2020-2024. ³ Percentage of 2025 midpoint guidance. ⁴ Strata acquired on March 7, 2025, and Albina acquired on Nov. 2, 2024. ⁵ NOAA National Centers for Environmental Information.

Step-Up in SG&A: An Investment in Our Future



SG&A Step-Up

Investments in business development and EDGE expected to drive growth in 2025 and beyond

\$20M step-up expected for full-year 2025, for business development and EDGE-related costs

Step-up in SG&A costs front-loaded in first half of the year, with approximately \$8M in Q1

Public Funding Supports Healthy Backlog

Roads Need Rebuilding

ASCE Issues 2025 Infrastructure Report¹

“D+” grade for roads and aviation,
and a “C” for bridges

Highlights \$2.2T in funding needed
from 2024-2033 to get roads to a
state of good repair

U.S. Roads

D+

Funding Supports Infrastructure Development

DOT Budgets at or Near Record Levels²

62% of IIJA funds yet to be spent
in 14 KNF states

Tracking 51 transportation bills in KNF states:

- ND passed SB2012, adding \$414M over the next two years in key Strata market
- WA passed SB5801, adding \$3.2B over the next six years
- ID passed HB25 and SB1218, adding a combined \$1.3B over the next three years

KNF Backlog (\$ in millions)

Backlog near 1Q24 record,
at similar expected margins

1Q25	\$938.7
1Q24	\$959.5

- Approximately 87% public work
- Average project size \$3M
- Approximately 87% completed in 1 year
- Record Q1 backlog in Mountain Segment



EBITDA Margin Improvement

Commercial and operational excellence initiatives

- EDGE-aligned materials pricing and quoting software being deployed across company
- PIT Crew investments at aggregates plants in Q1 expected to improve margins

Discipline

Strong balance sheet and disciplined allocation of capital

- Revolver with \$477M in available capacity¹
- Net leverage^{1,2} of 2.5x, in line with LT target
- Maintenance Capex remains 5% to 7% of expected revenue, including Strata

Growth

Strengthen position through organic and acquisition investments

- Closed on Strata Corporation and Kalama River Quarry in Q1
- Pipeline of organic and acquisition opportunities is robust across each segment
- In 2025, \$68M of Capex approved for organic growth initiatives

Excellence

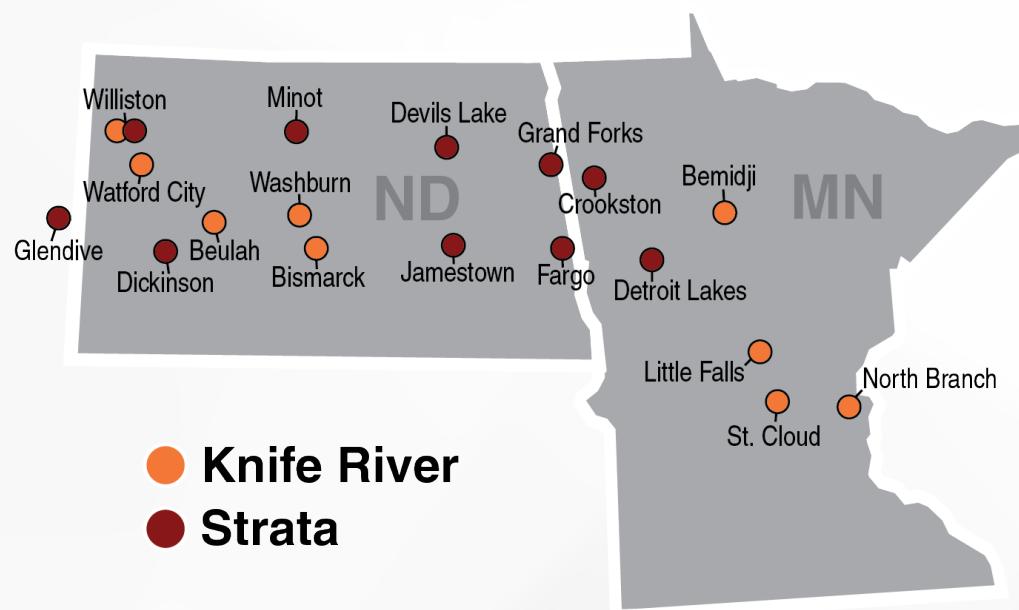
Be best in class in all aspects of the business

- Excellence Summit in April with 100 company leaders
 - New safety initiative to build on safety culture
 - PIT Crew update and direction for 2025
 - Updated our sustainability priority assessment
- “Coaching 101” training

Acquisition Program Contributing to Margin Expansion

Strata Corporation

- Closed in Q1 for \$419M¹
- 30+ years of aggregate reserves, with rail
- 24 ready-mix plants, 3 asphalt plants, contracting services
- Infill growth in Central Segment, expect to be margin accretive in 2025



Kalama River Quarry

- Closed in Q1 for \$10M
- 50 years of aggregate reserves
- Growth corridor north of Vancouver, WA
- Expect to be margin accretive in 2025

Acquisition Pipeline

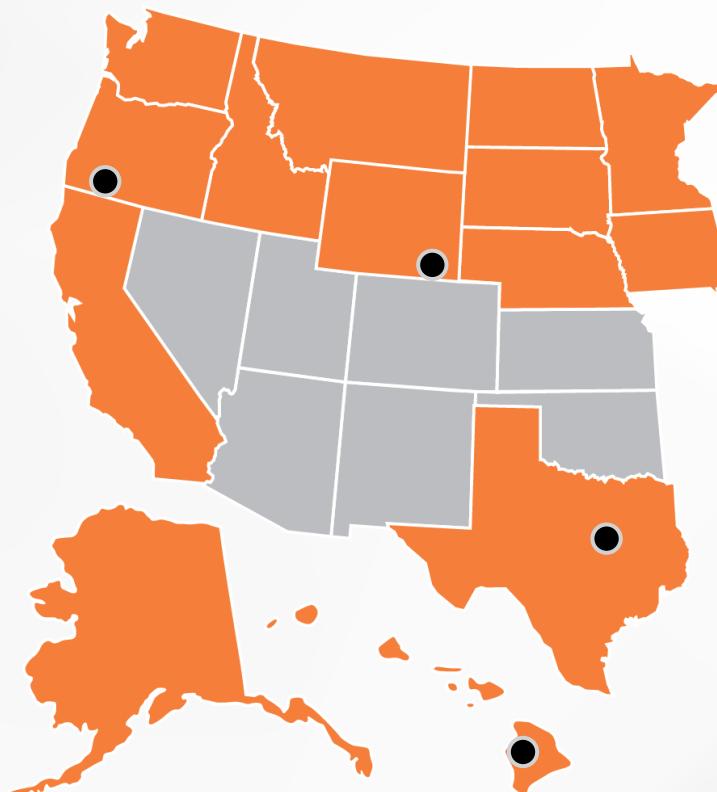
- Pipeline remains robust
- Focused on materials-led
- Staying disciplined on strategic fit

¹ Cash paid net of working capital adjustments, proceeds from the divestiture of four ready-mix plants and cash acquired.

PIT Crews Help Drive Excellence Initiatives

Operations: Improving Plant Production

- **PIT Crew Aggregate Plant Improvements**



- 10 plants visited 1Q25
- Investments included throughput improvements at four plants:
 - Waco, TX
 - Kona, HI
 - Medford, OR
 - Cheyenne, WY

**30% to 40% avg.
improvement in
production capacity**

Commercial

- Deploying standard pricing/quoting system across materials product lines
- Visibility into materials sales pipelines, backlogs, pricing forecasts and transactional margin analytics

Training

- Provided new “Coaching 101” training to 315 supervisors YTD
- Sales immersion training to 210 team members to date, reinforcing Dynamic Pricing strategy

First Quarter: Segment Performance



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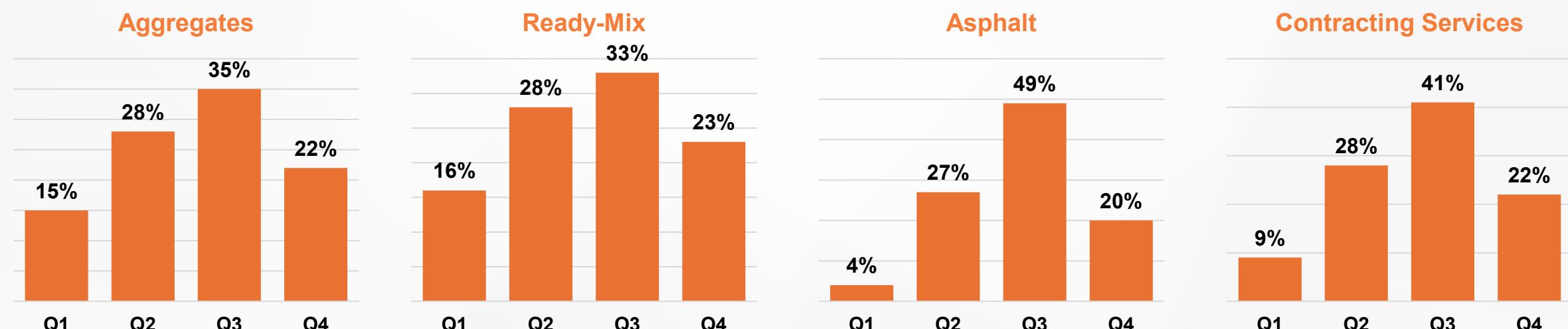
Segment	West	Mountain	Central	Geographic Segments	Energy Services	Consolidated ³
Revenue	\$208.3M	\$66.0M	\$67.9M	\$342.2M	\$13.9M	\$353.5M
Revenue Growth	5%	10%	11%	7%	9%	7%
Adjusted EBITDA ¹	\$24.9M	(\$16.3M)	(\$24.3M)	(\$15.7M)	(\$7.8M)	(\$38.0M)
Contracting Services Backlog	\$242.1M	\$418.3M	\$278.3M	\$938.7M	—	\$938.7M
TTM Adjusted EBITDA Margin ^{1,2}	18.0%	15.4%	15.3%	16.5%	19.8%	15.1%

¹ See Appendix for a reconciliation of this non-GAAP financial measure to the most directly comparable GAAP financial measure. ² TTM refers to twelve trailing months. ³ Consolidated results include Corporate Services and Eliminations.

Q1 Volumes Have Limited Influence on Full-Year Results

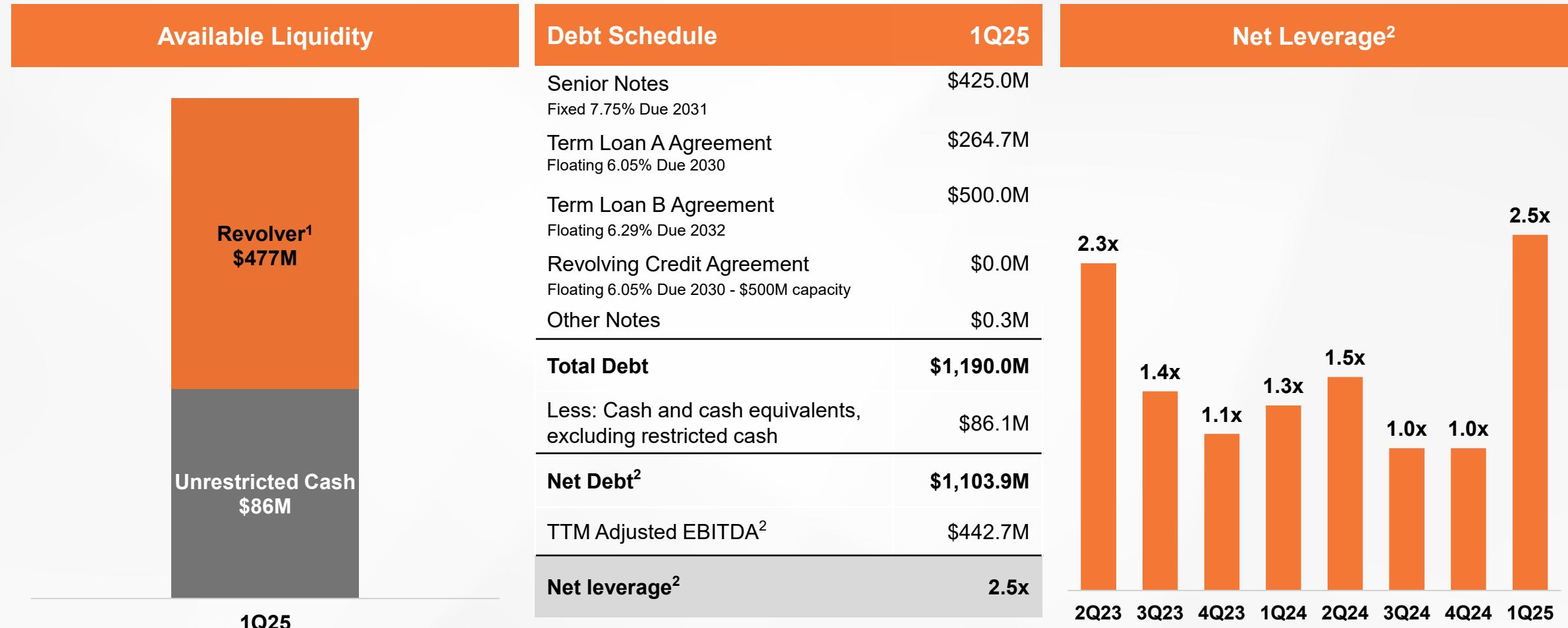
Volume (in thousands)	Q1 2025	Q1 2024	Change	Average Selling Price ¹	Q1 2025	Q1 2024	Change
Aggregates (tons)	3,867	4,255	(9%)	Aggregates (per ton)	\$21.05	\$19.80	6%
Ready-mix concrete (cubic yards)	544	530	3%	Ready-mix concrete (per cubic yard)	\$199.26	\$188.41	6%
Asphalt (tons)	199	221	(10%)	Asphalt (per ton)	\$81.05	\$74.50	9%

Product Line Revenue Seasonality²



¹ Average selling price includes freight and delivery and other revenue. ² Based on three-year average revenue (2022-2024).

Healthy Capital Position Supports Growth Initiatives



¹ Revolver total is net of Letters of Credit. ² See Appendix for reconciliation of this non-GAAP financial measure to the most directly comparable GAAP financial measure.

Updated Full-Year Revenue and Adjusted EBITDA¹ Guidance

	FY 2025 Guidance (in millions)	
	Low	High
Revenue (Knife River Consolidated)	\$3,250M	\$3,450M
Adjusted EBITDA¹		
All Geographic Segments & Corporate Services and Eliminations	\$465M	\$505M
Energy Services	\$65M	\$75M
Consolidated Adjusted EBITDA¹	\$530M	\$580M

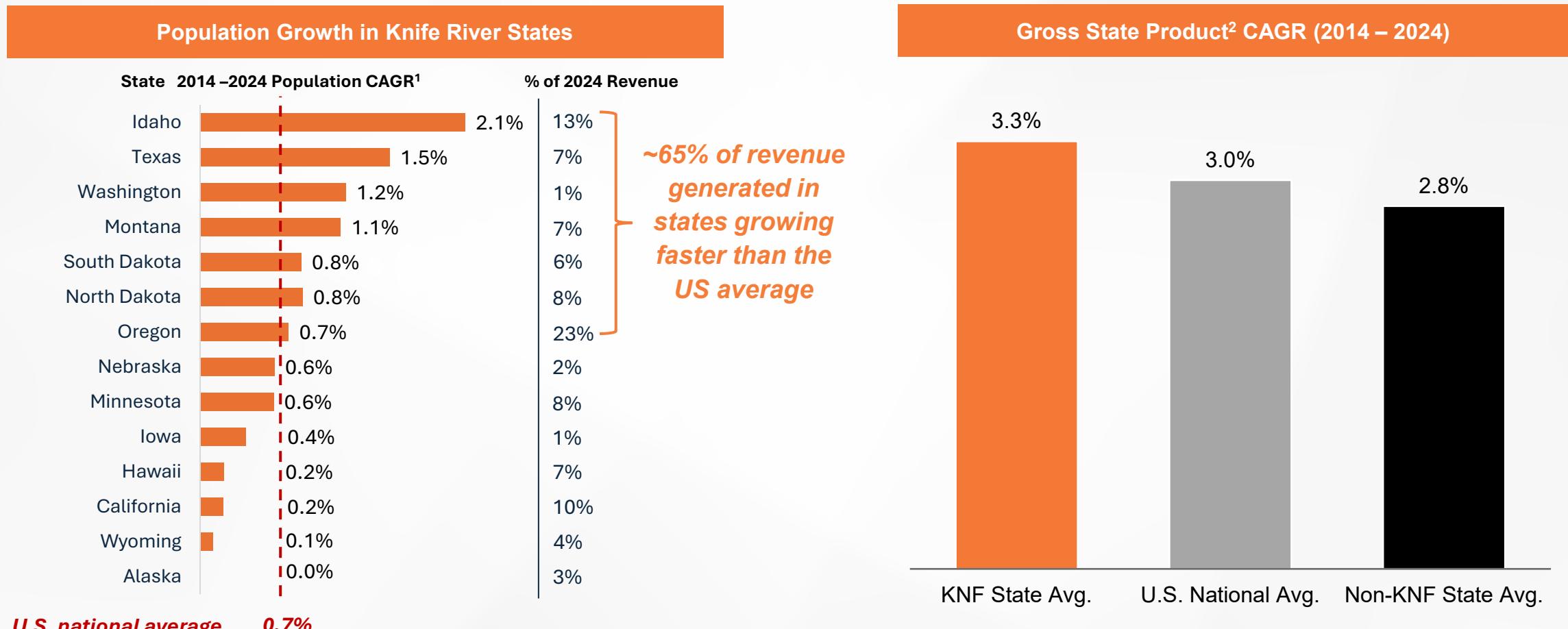
Key Assumptions ²		
	Pricing	Volume
Aggregates	Mid-Single-Digit Increase	High-Single-Digit Increase
Ready-Mix	Mid-Single-Digit Increase	High-Teens Increase
Asphalt	Low-Single-Digit Increase	Low-Single-Digit Increase
<i>Normal weather, economic and operating conditions, no expected impact of potential acquisitions, no material impacts from tariffs</i>		

¹ See Appendix for reconciliation of this non-GAAP financial measure to the most directly comparable GAAP financial measure. ² Key assumptions compared to the prior year.



Appendix and Non-GAAP Financial Measures

Population and GSP Growth in Knife River States



¹ Knife River weighted-average equal to 0.8%; ² Represents the total monetary value of all finished goods and services produced within a state's borders; ³ Represents the total value of state/local construction and private construction put in place by state. Source: U.S. Census Bureau, IHS Markit and Federal Reserve Economic Data (FRED).

EBITDA and Adjusted EBITDA – Segment Reconciliation



Three Months Ended March 31, 2025 (\$ in millions)	West	Mountain	Central	Geographic Regions	Energy Services	Corporate Services and Eliminations	Consolidated
Net income (loss)	\$8.0	\$(-23.5)	\$(-35.5)	\$(-51.0)	\$(-11.0)	\$(-6.7)	\$(68.7)
Depreciation, depletion and amortization	16.9	7.2	11.2	35.3	3.2	0.3	38.8
Interest expense, net						13.1	13.1
Income taxes						(24.7)	(24.7)
EBITDA	\$24.9	\$(16.3)	\$(24.3)	\$(15.7)	\$(7.8)	\$(18.0)	\$(41.5)
Unrealized (gains) losses on benefit plan investments						0.7	0.7
Stock-based compensation expense						2.8	2.8
Adjusted EBITDA	\$24.9	\$(16.3)	\$(24.3)	\$(15.7)	\$(7.8)	\$(14.5)	\$(38.0)
Revenue	\$208.3	\$66.0	\$67.9	\$342.2	\$13.9	\$(2.6)	\$353.5
<i>Net Income Margin</i>	3.9%	(35.6)%	(52.2)%	(14.9)%	(78.7)%	n.m.	(19.4)%
<i>EBITDA Margin</i>	12.0%	(24.6)%	(35.8)%	(4.6)%	(56.0)%	n.m.	(11.7)%
<i>Adjusted EBITDA Margin</i>	12.0%	(24.6)%	(35.8)%	(4.6)%	(56.0)%	n.m.	(10.7)%
Three Months Ended March 31, 2024 (\$ in millions)	West	Mountain	Central	Geographic Regions	Energy Services	Corporate Services and Eliminations	Consolidated
Net income (loss)	\$3.7	\$(-12.4)	\$(-27.4)	\$(-36.1)	\$(-3.7)	\$(-7.8)	\$(47.6)
Depreciation, depletion and amortization	15.7	6.3	8.7	30.7	1.2	0.3	32.2
Interest expense, net						11.1	11.1
Income taxes						(16.3)	(16.3)
EBITDA	\$19.4	\$(6.1)	\$(18.7)	\$(5.4)	\$(2.5)	\$(12.7)	\$(20.6)
Unrealized (gains) losses on benefit plan investments						(1.2)	(1.2)
Stock-based compensation expense						1.8	1.8
One-time separation costs						2.3	2.3
Adjusted EBITDA	\$19.4	\$(6.1)	\$(18.7)	\$(5.4)	\$(2.5)	\$(9.8)	\$(17.7)
Revenue	\$198.7	\$59.8	\$61.0	\$319.5	\$12.8	\$(2.7)	\$329.6
<i>Net Income Margin</i>	1.9%	(20.8)%	(44.9)%	(11.3)%	(29.1)%	n.m.	(14.5)%
<i>EBITDA Margin</i>	9.8%	(10.1)%	(30.7)%	(1.7)%	(19.4)%	n.m.	(6.2)%
<i>Adjusted EBITDA Margin</i>	9.8%	(10.1)%	(30.7)%	(1.7)%	(19.4)%	n.m.	(5.4)%

Note: Totals may not sum due to rounding. N.M. reflects not meaningful.

EBITDA and Adjusted EBITDA – Segment Reconciliation



Twelve Months Ended December 31, 2024 (\$ in millions)	West	Mountain	Central	Geographic Segments	Energy Services	Corporate Services and Eliminations	Consolidated
Net income (loss)	\$143.4	\$87.1	\$94.7	\$325.2	\$53.9	\$(177.4)	\$201.7
Depreciation, depletion and amortization	66.3	26.2	36.9	129.4	6.3	1.2	136.9
Interest expense, net		0.2		0.2		46.2	46.4
Income taxes						69.3	69.3
EBITDA	\$209.7	\$113.5	\$131.6	\$454.8	\$60.2	\$(60.7)	\$454.3
Unrealized (gains) losses on benefit plan investments						(2.9)	(2.9)
Stock-based compensation expense						7.8	7.8
One-time separation costs						3.8	3.8
Adjusted EBITDA	\$209.7	\$113.5	\$131.6	\$454.8	\$60.2	\$(52.0)	\$463.0
Revenue	\$1,185.5	\$663.1	\$818.1	\$2,666.7	\$275.7	\$(43.4)	\$2,899.0
<i>Net Income Margin</i>	12.1%	13.1%	11.6%	12.2%	19.5%	<i>n.m.</i>	7.0%
<i>EBITDA Margin</i>	17.7%	17.1%	16.1%	17.1%	21.8%	<i>n.m.</i>	15.7%
<i>Adjusted EBITDA Margin</i>	17.7%	17.1%	16.1%	17.1%	21.8%	<i>n.m.</i>	16.0%

EBITDA and Adjusted EBITDA – Historical Reconciliation



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2024 (\$ in millions)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Full Year
Net income (loss)	\$(47.6)	\$77.9	\$148.1	\$23.3	\$201.7
Depreciation, depletion and amortization	32.2	34.5	34.8	35.4	136.9
Interest expense, net	11.1	12.8	12.1	10.3	46.4
Income taxes	(16.3)	26.2	49.6	9.8	69.3
EBITDA	\$(20.6)	\$151.4	\$244.6	\$78.8	\$454.3
Unrealized (gains) losses on benefit plan investments	(1.2)	(0.4)	(1.2)		(2.9)
Stock-based compensation expense	1.8	1.8	1.8	2.4	7.8
One-time separation costs	2.3	1.5			3.8
Adjusted EBITDA	\$(17.7)	\$154.3	\$245.2	\$81.2	\$463.0
Revenue	\$329.6	\$806.9	\$1,105.3	\$657.2	\$2,899.0
<i>Net Income Margin</i>	<i>(14.5)%</i>	<i>9.7%</i>	<i>13.4%</i>	<i>3.5%</i>	<i>7.0%</i>
<i>EBITDA Margin</i>	<i>(6.2)%</i>	<i>18.8%</i>	<i>22.1%</i>	<i>12.0%</i>	<i>15.7%</i>
<i>Adjusted EBITDA Margin</i>	<i>(5.4)%</i>	<i>19.1%</i>	<i>22.2%</i>	<i>12.4%</i>	<i>16.0%</i>

Note: Totals may not sum due to rounding.

EBITDA and Adjusted EBITDA – Historical Reconciliation



2023 (\$ in millions)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Full Year
Net income (loss)	\$(41.3)	\$56.8	\$146.7	\$20.7	\$182.9
Depreciation, depletion and amortization	29.6	31.1	31.8	31.3	123.8
Interest expense, net	9.5	17.1	14.7	11.5	52.9
Income taxes	(11.9)	20.1	48.2	6.1	62.4
EBITDA	\$(14.1)	\$125.1	\$241.4	\$69.6	\$422.0
Unrealized (gains) losses on benefit plan investments	(1.3)	(0.4)	0.6	(1.5)	(2.7)
Stock-based compensation expense	0.9	(0.1)	1.5	0.8	3.1
One-time separation costs	0.8	1.7	4.0	3.5	10.0
Adjusted EBITDA	\$(13.7)	\$126.3	\$247.5	\$72.4	\$432.4
Revenue	\$307.9	\$785.2	\$1,090.4	\$646.9	\$2,830.3
<i>Net Income Margin</i>	(13.4)%	7.2%	13.4%	3.2%	6.5%
<i>EBITDA Margin</i>	(4.6)%	15.9%	22.1%	10.8%	14.9%
<i>Adjusted EBITDA Margin</i>	(4.5)%	16.1%	22.7%	11.2%	15.3%

2022 (\$ in millions)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Full Year
Net income (loss)	\$(40.0)	\$38.6	\$99.7	\$18.0	\$116.2
Depreciation, depletion and amortization	28.4	29.7	30.5	29.2	117.8
Interest expense, net	5.2	7.4	8.8	8.6	30.1
Income taxes	(11.8)	11.6	33.1	9.7	42.6
EBITDA	\$(18.2)	\$87.3	\$172.1	\$65.5	\$306.7
Unrealized (gains) losses on benefit plan investments	1.5	2.4	0.8	(0.7)	4.0
Stock-based compensation expense	0.7	0.7	0.2	1.0	2.7
One-time separation costs					
Adjusted EBITDA	\$(16.0)	\$90.4	\$173.1	\$65.8	\$313.4
Revenue	\$310.0	\$711.8	\$975.4	\$537.5	\$2,534.7
<i>Net Income Margin</i>	(12.9)%	5.4%	10.2%	3.4%	4.6%
<i>EBITDA Margin</i>	(5.9)%	12.3%	17.6%	12.2%	12.1%
<i>Adjusted EBITDA Margin</i>	(5.2)%	12.7%	17.8%	12.2%	12.4%

Note: Totals may not sum due to rounding.

EBITDA and Adjusted EBITDA – Historical Reconciliation



2021 (\$ in millions)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Full Year
Net income (loss)	\$(30.8)	\$51.4	\$96.3	\$12.9	\$129.8
Depreciation, depletion and amortization	23.4	25.3	25.5	26.8	101.0
Interest expense, net	4.7	4.8	4.8	4.8	19.2
Income taxes	(8.9)	17.4	32.3	2.6	43.4
EBITDA	\$(11.6)	\$98.9	\$158.9	\$47.1	\$293.4
Unrealized (gains) losses on benefit plan investments					(2.3)
Stock-based compensation expense					3.6
One-time separation costs					
Adjusted EBITDA	\$(11.6)	\$98.9	\$158.9	\$47.1	\$294.7
Revenue	\$265.7	\$633.8	\$831.3	\$498.1	\$2,228.9
<i>Net Income Margin</i>	(11.6)%	8.1%	11.6%	2.6%	5.8%
<i>EBITDA Margin</i>	(4.3)%	15.6%	19.1%	9.5%	13.2%
<i>Adjusted EBITDA Margin</i>	(4.3)%	15.6%	19.1%	9.5%	13.2%
2020 (\$ in millions)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Full Year
Net income (loss)	\$(38.2)	\$53.0	\$107.3	\$25.2	\$147.3
Depreciation, depletion and amortization	20.6	22.5	23.5	23.0	89.7
Interest expense, net	5.2	5.7	5.0	4.7	20.6
Income taxes	(11.4)	17.9	36.5	4.5	47.4
EBITDA	\$(23.8)	\$99.1	\$172.3	\$57.4	\$305.0
Unrealized (gains) losses on benefit plan investments					(4.0)
Stock-based compensation expense					3.3
One-time separation costs					
Adjusted EBITDA	\$(23.8)	\$99.1	\$172.3	\$57.4	\$304.3
Revenue	\$262.2	\$621.1	\$822.5	\$472.1	\$2,178.0
<i>Net Income Margin</i>	(14.6)%	8.5%	13.0%	5.3%	6.8%
<i>EBITDA Margin</i>	(9.1)%	16.0%	20.9%	12.2%	14.0%
<i>Adjusted EBITDA Margin</i>	(9.1)%	16.0%	20.9%	12.2%	14.0%

Note: Totals may not sum due to rounding.

Net Leverage Reconciliation



(\$ in millions, except net leverage)	As of March 31, 2025	As of December 31, 2024	As of September 30, 2024	As of June 30, 2024
Long-term debt	\$1,160.4	\$666.9	\$669.7	\$672.5
Long-term debt – current portion	11.8	10.5	8.8	7.1
Total debt	\$1,172.2	\$677.4	\$678.5	\$679.6
Add: Unamortized debt issuance costs	17.8	12.6	13.2	13.9
Total debt, gross	\$1,190.0	\$690.0	\$691.7	\$693.5
Less: Cash and cash equivalents, excluding restricted cash	86.1	236.8	220.4	15.5
Total debt, net	\$1,103.9	\$453.2	\$471.3	\$678.0
 TTM¹ Adjusted EBITDA	 \$442.7	 \$463.0	 \$454.2	 \$456.5
 Net leverage	 2.5x	 1.0x	 1.0x	 1.5x

¹ TTM refers to trailing twelve-month.

Net Leverage Reconciliation



(\$ in millions, except net leverage)	As of March 31, 2024	As of December 31, 2023	As of September 30, 2023	As of June 30, 2023
Long-term debt	\$673.5	\$674.6	\$675.6	\$832.0
Long-term debt – current portion	7.1	7.1	7.1	7.1
Total debt	\$680.6	\$681.7	\$682.7	\$839.1
Add: Unamortized debt issuance costs	14.6	15.3	16.0	16.4
Total debt, gross	\$695.9	\$697.0	\$698.7	\$855.5
Less: Cash and cash equivalents, excluding restricted cash	128.4	219.3	84.0	40.1
Total debt, net	\$566.8	\$477.7	\$614.7	\$815.4
 TTM¹ Adjusted EBITDA	 \$428.4	 \$432.4	 \$425.8	 \$351.4
 Net leverage	 1.3x	 1.1x	 1.4x	 2.3x

¹ TTM refers to trailing twelve-month.

Net Leverage Reconciliation



(\$ in millions)	Twelve Months Ended March 31, 2025	Three Months Ended March 31, 2025	Twelve Months Ended December 31, 2024	Three Months Ended March 31, 2024
Net income (loss)	\$180.6	\$(68.7)	\$201.7	\$(47.6)
Depreciation, depletion and amortization	143.5	38.8	136.9	32.2
Interest expense, net	48.4	13.1	46.4	11.1
Income taxes	60.9	(24.7)	69.3	(16.3)
EBITDA	\$443.4	\$(41.5)	\$454.3	\$(20.6)
Unrealized (gains) losses on benefit plan investments	(1.0)	0.7	(2.9)	(1.2)
Stock-based compensation expense	8.8	2.8	7.8	1.8
One-time separation costs	1.5	—	3.8	2.3
Adjusted EBITDA	\$442.7	\$(38.0)	\$463.0	\$(17.7)

(\$ in millions)	Twelve Months Ended December 31, 2024
Net income (loss)	\$201.7
Depreciation, depletion and amortization	136.9
Interest expense, net	46.4
Income taxes	69.3
EBITDA	\$454.3
Unrealized (gains) losses on benefit plan investments	(2.9)
Stock-based compensation expense	7.8
One-time separation costs	3.8
Adjusted EBITDA	\$463.0

Net Leverage Reconciliation



(\$ in millions)	Twelve Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Twelve Months Ended December 31, 2023	Nine Months Ended September 30, 2023
Net income (loss)	\$199.1	\$178.4	\$182.9	\$162.2
Depreciation, depletion and amortization	132.8	101.5	123.8	92.5
Interest expense, net	47.6	36.1	52.9	41.4
Income taxes	65.5	59.4	62.4	56.3
EBITDA	\$445.0	\$375.4	\$422.0	\$352.4
Unrealized (gains) losses on benefit plan investments	(4.4)	(2.8)	(2.7)	(1.1)
Stock-based compensation expense	6.2	5.4	3.1	2.3
One-time separation costs	7.4	3.8	10.0	6.4
Adjusted EBITDA	\$454.2	\$381.8	\$432.4	\$360.0
(\$ in millions)	Twelve Months Ended June 30, 2024	Six Months Ended June 30, 2024	Twelve Months Ended December 31, 2023	Six Months Ended June 30, 2023
Net income (loss)	\$197.7	\$30.6	\$182.9	\$15.5
Depreciation, depletion and amortization	129.8	66.7	123.8	60.7
Interest expense, net	50.1	23.9	52.9	26.7
Income taxes	64.2	9.9	62.4	8.1
EBITDA	\$441.8	\$130.8	\$422.0	\$111.0
Unrealized (gains) losses on benefit plan investments	(2.6)	(1.6)	(2.7)	(1.7)
Stock-based compensation expense	5.9	3.6	3.1	0.8
One-time separation costs	11.4	3.8	10.0	2.4
Adjusted EBITDA	\$456.5	\$136.6	\$432.4	\$112.5

Net Leverage Reconciliation



(\$ in millions)	Twelve Months Ended March 31, 2024	Three Months Ended March 31, 2024	Twelve Months Ended December 31, 2023	Three Months Ended March 31, 2023
Net income (loss)	\$176.6	\$(47.6)	\$182.9	\$(41.3)
Depreciation, depletion and amortization	126.4	32.2	123.8	29.6
Interest expense, net	54.5	11.1	52.9	9.5
Income taxes	58.0	(16.3)	62.4	(11.9)
EBITDA	\$415.5	\$(20.6)	\$422.0	\$(14.1)
Unrealized (gains) losses on benefit plan investments	(2.6)	(1.2)	(2.7)	(1.3)
Stock-based compensation expense	4.0	1.8	3.1	0.9
One-time separation costs	11.5	2.3	10.0	0.8
Adjusted EBITDA	\$428.4	\$(17.7)	\$432.4	\$(13.7)

(\$ in millions)	Twelve Months Ended December 31, 2023
Net income (loss)	\$182.9
Depreciation, depletion and amortization	123.8
Interest expense, net	52.9
Income taxes	62.4
EBITDA	\$422.0
Unrealized (gains) losses on benefit plan investments	(2.7)
Stock-based compensation expense	3.1
One-time separation costs	10.0
Adjusted EBITDA	\$432.4

Net Leverage Reconciliation



(\$ in millions)	Twelve Months Ended September 30, 2023	Nine Months Ended September 30, 2023	Twelve Months Ended December 31, 2022	Nine Months Ended September 30, 2022
Net income (loss)	\$180.2	\$162.2	\$116.2	\$98.2
Depreciation, depletion and amortization	121.7	92.5	117.8	88.6
Interest expense, net	50.0	41.4	30.1	21.5
Income taxes	66.0	56.3	42.6	32.9
EBITDA	\$417.9	\$352.4	\$306.7	\$241.2
Unrealized (gains) losses on benefit plan investments	(1.9)	(1.1)	4.0	4.8
Stock-based compensation expense	3.4	2.3	2.7	1.6
One-time separation costs	6.4	6.4		
Adjusted EBITDA	\$425.8	\$360.0	\$313.4	\$247.6

(\$ in millions)	Twelve Months Ended June 30, 2023	Six Months Ended June 30, 2023	Twelve Months Ended December 31, 2022	Six Months Ended June 30, 2022
Net income (loss)	\$133.2	\$15.5	\$116.2	\$(1.5)
Depreciation, depletion and amortization	120.4	60.7	117.8	58.1
Interest expense, net	44.1	26.7	30.1	12.7
Income taxes	50.9	8.1	42.6	(0.2)
EBITDA	\$348.6	\$111.0	\$306.7	\$69.1
Unrealized (gains) losses on benefit plan investments	(1.7)	(1.7)	4.0	4.0
Stock-based compensation expense	2.1	0.8	2.7	1.4
One-time separation costs	2.4	2.4		
Adjusted EBITDA	\$351.4	\$112.5	\$313.4	\$74.5

Adjusted EBITDA Guidance Table



Full-Year Guidance (In millions)	2025	
	Low	High
Net income (loss)	\$200.0	\$240.0
Interest expense, net	68.8	68.8
Income taxes	72.0	82.0
Depreciation, depletion and amortization	177.0	177.0
EBITDA	\$517.8	\$567.8
Unrealized (gains) losses on benefit plan investments	0.7	0.7
Stock-based compensation expense	11.5	11.5
Adjusted EBITDA	\$530.0	\$580.0

Disclaimer



Our guidance for long-term Adjusted EBITDA margin, projected EBITDA contributions, and net leverage are non-GAAP financial measures that exclude or otherwise have been adjusted for non-GAAP adjustment items from our U.S. GAAP financial statements. When we provide guidance for these non-GAAP metrics described above, we do not provide reconciliations of the U.S. GAAP measures as we are unable to predict with a reasonable degree of certainty the actual impact of the non-GAAP adjustment items. By their very nature, non-GAAP adjustment items are difficult to anticipate with precision because they are generally associated with unexpected and unplanned events that impact our Company and its financial results. Therefore, we are unable to provide a reconciliation of these measures without unreasonable efforts.