



G L A T F E L T E R

JP Morgan High Yield & Leverage Conference

February 26, 2024
NYSE: GLT

Thomas Fahnenmann, President & CEO
Ramesh Shettigar, SVP – CFO & Treasurer



Forward-looking statements and use of non-GAAP financial measures

Any statements included in this presentation which pertain to future financial and business matters are “forward-looking statements” within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. The Company uses words such as “anticipates”, “believes”, “expects”, “future”, “intends”, “plans”, “targets”, and similar expressions to identify forward-looking statements. Any such statements are based on the Company’s current expectations and are subject to numerous risks, uncertainties and other unpredictable or uncontrollable factors that could cause future results to differ materially from those expressed in the forward-looking statements, which are described in the Company’s filings with the U.S. Securities and Exchange Commission (“SEC”), including those set forth in the Risk Factors section and under the heading “Forward-Looking Statements” in the Company’s most recently filed Annual Report on Form 10-K and Quarterly Report on Form 10-Q, which are available on the SEC’s website at www.sec.gov. In light of these risks, uncertainties and other factors, the forward-looking matters discussed in this presentation may not occur and readers are cautioned not to place undue reliance on these forward-looking statements. The forward-looking statements speak only as of the date of this presentation and the Company undertakes no obligation, and does not intend, to update these forward-looking statements to reflect events or circumstances occurring after the date of this presentation.

This document includes a measure of earnings before the effects of certain specifically identified items, which is referred to as adjusted earnings and Adjusted EBITDA, both non-GAAP measures. The Company uses non-GAAP adjusted earnings and Adjusted EBITDA to supplement the understanding of its consolidated financial statements presented in accordance with GAAP. Non-GAAP adjusted earnings is meant to present the financial performance of the Company’s core operations, which consist of the production and sale of engineered materials. EBITDA is a measure used by management to assess our operating performance and is calculated using income (loss) from continuing operations and excludes interest expense, interest income, income taxes, and depreciation and amortization. Adjusted EBITDA is calculated using EBITDA and further excludes certain items management considers to be unrelated to the Company’s core operations. Management and the Company’s Board of Directors use non-GAAP adjusted earnings and Adjusted EBITDA to evaluate the performance of the Company’s fundamental business in relation to prior periods and established business plans. For purposes of determining adjusted earnings and Adjusted EBITDA, the items excluded are in the Company’s most recently filed Annual Report on Form 10-K and Quarterly Report on Form 10-Q, which are available on the SEC’s website at www.sec.gov.



Glatfelter at a glance

Leading Positions in Growing Segments

- Global engineered materials company serving attractive segments growing at GDP levels
- Leading positions in feminine hygiene, adult incontinence, table-top, tea bags, single-serve coffee, and wallcover

Strong Engineering & Innovation Capabilities




- Deep knowledge of materials, manufacturing technology, and product performance
- Delivering customized solutions and innovative products to key strategic customers to enhance everyday life

Operational Excellence & Continuous Improvement

- Robust continuous improvement program focused on minimizing waste and maximizing uptime
- Corporate costs aligned to operating model as part of ongoing business transformation

Improving Cash Flow & Balance Sheet

- Stable Balance Sheet:
 - No near-term debt maturities
 - Adequate liquidity position
 - Less capital-intensive post divestiture of Specialty Papers

Airlaid materials	2023 revenue: \$586mm <ul style="list-style-type: none">• Highly absorbent materials used in feminine hygiene, adult incontinence, and baby care products	
Composite fibers	2023 revenue: \$484mm <ul style="list-style-type: none">• Lightweight substrates with high wet strength, including tea bags and single serve coffee applications	
Spunlace	2023 revenue: \$318mm <ul style="list-style-type: none">• Nonwoven fabrics for critical cleaning, high-performance materials, personal care, hygiene and medical applications	

2023 Financial overview

312k Net metric tons

\$1,386mm Revenue ⁽¹⁾

\$149mm Gross profit

\$93mm EBITDA

11% Gross margin

7% EBITDA margin

Full depth and breadth of solutions offered by GLT

Over 85% of Glatfelter revenue is tied to essential consumer staples

Food and Beverage



Tea Bags



Single – Serve
Coffee

Personal Care: Hygiene



Feminine
Hygiene



Adult
Incontinence



Baby
Diapers

Consumer Solutions



Table Top



Floor Care



Wipes



Laundry
Sheets



Shoe
Insoles

Electrical Solutions



Lead – Acid
Battery



Capacitor

Building Solutions



Decorative
Laminate



Wallcover

Beauty



Facial Mask

Packaging Solutions



Metallized
Labels



Metallized
packaging



Food
Packaging

Industrial Solutions



Industrial
Wipes



Tapes



Filtration



Acoustics



Aramids



Geotextiles

Medical Solutions



Medical
Face Mask



Wound Care



Diagnostic
Strips



Medical
Apparel



Medical
Specialties

Critical Cleaning Solutions



Aerospace
Wipes



Automotive
Wipes



Cleanroom
Wipes



Electronic
Wipes



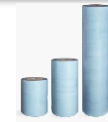
General Purpose
Wipes



Hospitality and
Food Wipes



Manufacturing and
Transportation Wipes



Printing
Wipes

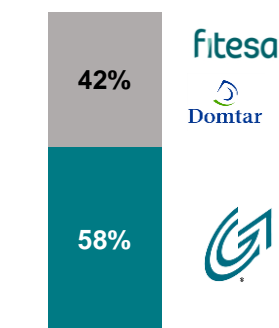
Airlaid Materials

Category share and growth opportunities

Feminine Hygiene



Glatfelter Category Share
Target Region NA + EMEA¹



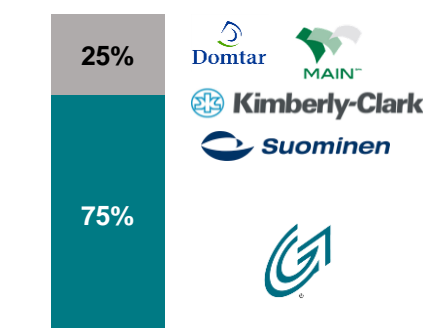
Growth opportunities

- Pursue growth in developing Asian and Latin American regions
- Innovate to consolidate several layers
- Evaluate lower-cost production options in developing regions
- Boost business with trend to thinner cores

Wipes



Glatfelter Category Share
Target Region NA + EMEA¹



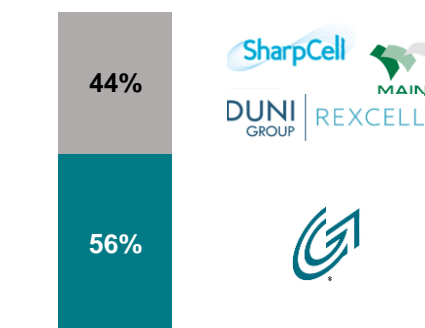
Growth opportunities

- Capitalize on plastic-free demand and regulations
- Increase in hygiene standards leading to more consumption of wipes

Table Top



Glatfelter Category Share
Target Region NA + EMEA¹



Growth opportunities

- Capitalize on home compostable table top offering
- Support customers "Linen Attack" programs to replace washable napkins



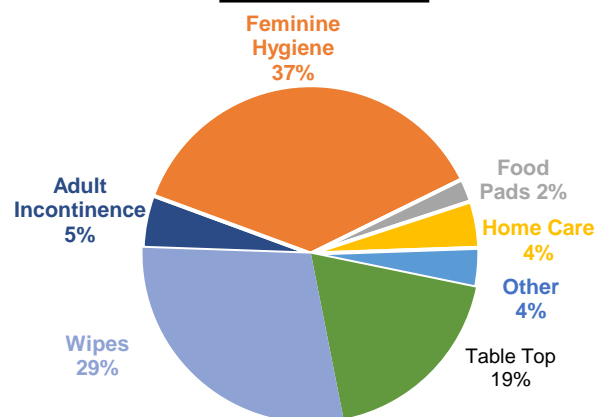
Airlaid Materials

Portfolio summary

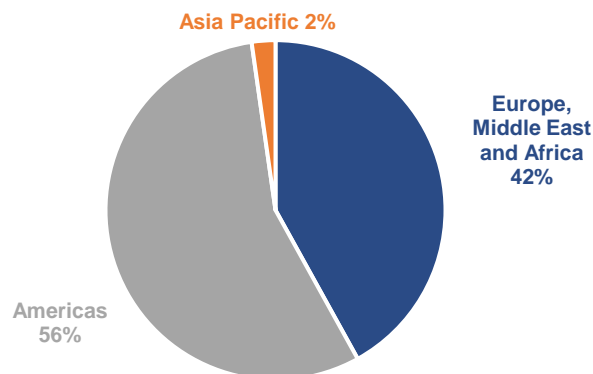
Key Success Factors

- Increased consumer focus on health, hygiene & wellness, and convenience, coupled with an aging population drives attractive long-term growth opportunities
- Categories growing at GDP:
 - Feminine Hygiene: 1%
 - Wipes: 3%
 - Table Top: 2%
 - Adult Incontinence: 4%
- Economies of scale, global manufacturing footprint and diversified product portfolio
- Innovation and product development partner with “Blue Chip” customers

Sales Mix¹



Geographic Revenue Mix¹



¹ Based on 2023 segment revenue breakdown



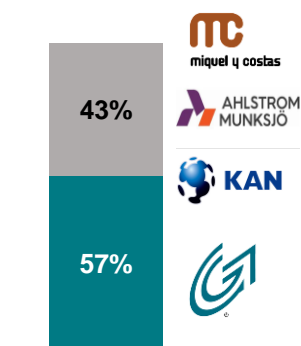
Composite Fibers

Category share and growth opportunities

Food & Beverage



Glatfelter Category Share
Target Region Global¹



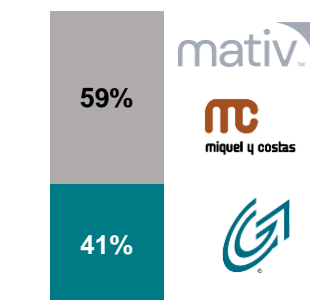
Growth opportunities

- **Tea:** Lower-cost model for developing regions / continue to support customers' desire to promote tea as healthy beverage alternative
- **Coffee:** Home compostable sealing fibers and binders, biocup and biolid materials

Composite Laminates



Glatfelter Category Share
Target Region Global¹



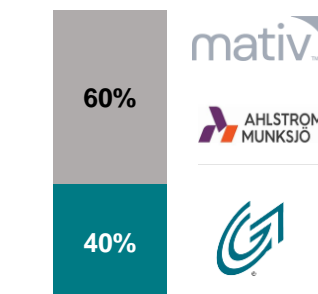
Growth opportunities

- **Furniture & Flooring:** Population growth and more spending for refurbishment and construction activities

Technical Specialties



Glatfelter Category Share
Target Region Global¹



Growth opportunities

- **Battery Pasting :** Growth expected in category / new generation pasting product penetration in China
- **Color Catcher:** Proprietary material expected to grow at GDP+

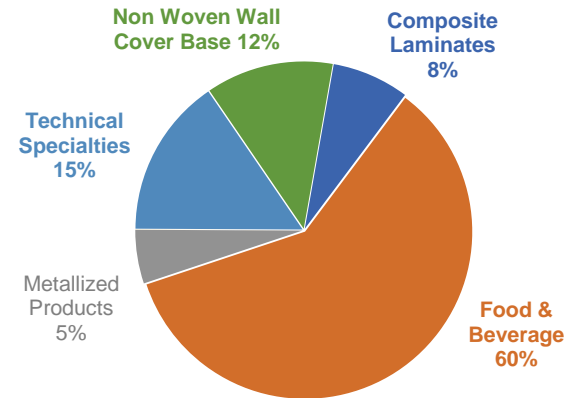
Composite Fibers

Portfolio summary

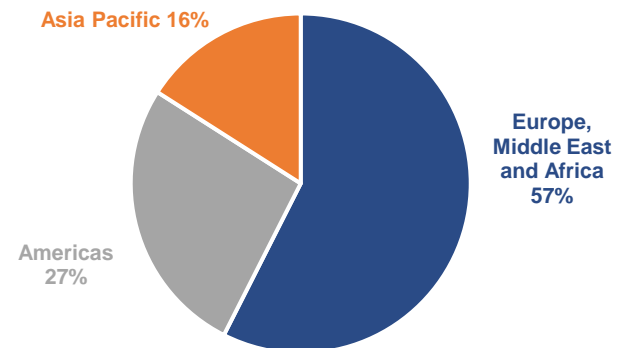
Key Success Factors

- Increased consumer focus on convenience, wellness, and mobility driving attractive long-term growth opportunities
- Categories growing at normalized GDP:
 - Tea: 1%
 - Single Serve Coffee: 3%
 - Electrical: 5%
 - Wipes: 3%
- Unrivaled inclined-wire manufacturing assets and superior product quality
- Innovation driving growth in technical specialties

Sales Mix¹



Geographic Revenue Mix¹



¹ Based on 2023 segment revenue breakdown



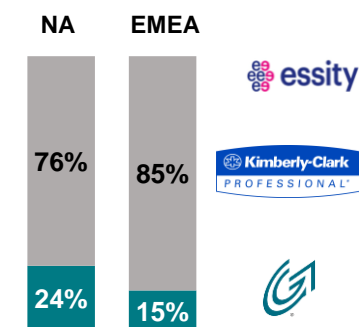
Spunlace

Category share and growth opportunities

Critical Cleaning



Glatfelter Category Share
Target Region NA + EMEA¹



Growth opportunities

- Localization trend driven by supply chain disruptions and sustainability
- Geographical expansion and growth into new applications
- Increasing interest in sustainable wipes

Health Care



Glatfelter Category Share
Target Region Global¹



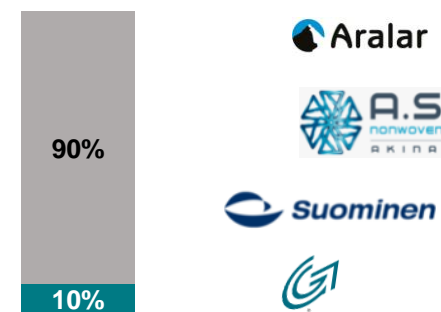
Growth opportunities

- Increasing interest in more sustainable offerings, made with recycled PET and new coatings
- Opening new channels by combining GLT's technologies

Wipes



Glatfelter Category Share
Target Region NA¹



Growth opportunities

- **Baby Wipes:** Window of opportunity to introduce new products due to shift to plant-based materials
- **Dispersible Wipes:** Capitalize on plastic-free trends and regulations / growing demand for dispersible material in other applications



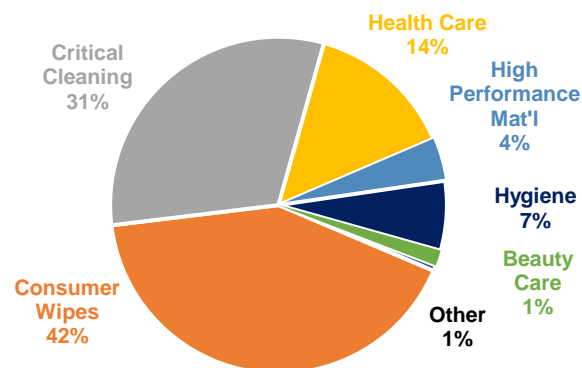
Spunlace

Portfolio summary

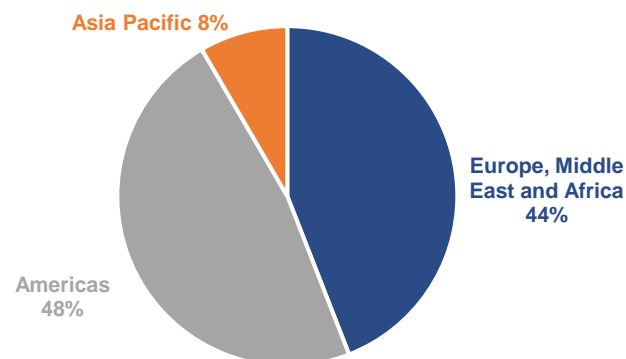
Key Success Factors

- Megatrends driving demand:
 - Sustainability (~60% plant-based feedstock)
 - Health, hygiene, and wellbeing
 - Aging population
 - Convenience
- Categories growing at normalized GDP:
 - Consumer Wipes: 3%
 - Critical Cleaning: 4%
 - Health Care: 4%
 - Hygiene: 1%
- EBITDA growth initiatives include:
 - Grow Sontara with expanded distribution (immediate focus on EU regions)
 - Operational efficiencies and cost reduction
- Branded goods footprint with diverse product portfolio and global manufacturing
- Innovation-focused to advance sustainability aspirations and deliver growth

Sales Mix¹



Geographic Revenue Mix¹



¹ Based on 2023 segment revenue breakdown

Financial Update



Airlaid Materials

Historical financial performance

Volume lower compared to strong 2022 volume

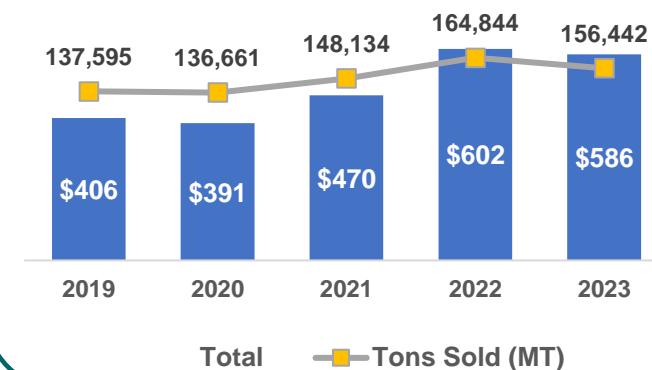
- 2022 reflects strong tabletop demand, customer inventory build at end of year to avoid supply disruptions due to Europe energy crisis and full year of Mount Holly¹
- 2023 impacted by customer destocking, significant inflationary pressures and market softness in Europe

2023 Profitability impacted by reduced shipments and lower capacity utilization rates

- Significant inflationary pressures persisted in first half of 2023 mostly offset by pricing actions to preserve margins but impacting shipments
- Profit margins further impacted by lower asset utilization rates
- Diversifying customer base and expanding product portfolio through efforts in innovation and sustainability critical to improving profitability

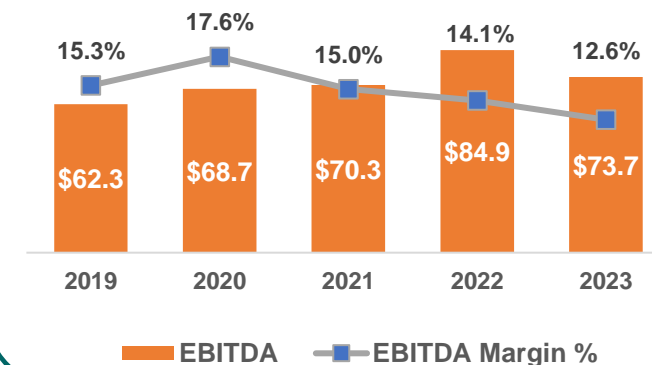
Revenue & Shipment Trend

\$ in millions



Adj. EBITDA & Adj. EBITDA Margin

\$ in millions



Composite Fibers

Historical financial performance

Shipments decline mainly due to Russia/Ukraine conflict and inflationary pressures

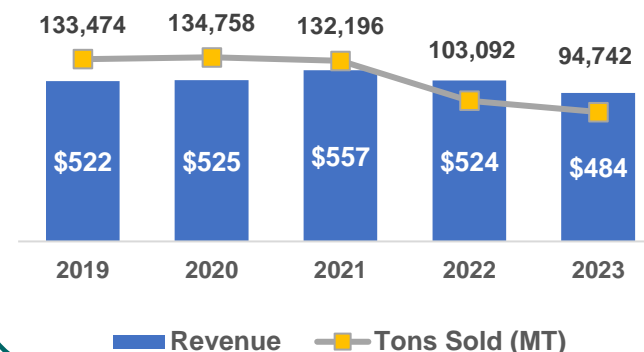
- Wallcover and tea volume in Russia/Ukraine severely impacted by conflict in Q1 2022 and ensuing sanctions
- 2023 volume decline partially driven by pricing actions taken in 2022 to restore margins to pre-COVID levels
- Divested Ober-Schmitt facility in August 2023

Profitability impacted by inflation, geopolitical conflict and global supply chain disruptions

- Converted ~50% of revenue to dynamic pricing model by end of 2022
- Focused on returning margin profile to 2020 levels through dynamic pass-through provisions as well as price increases for non-floating customers
- 2023 results were negatively impacted by Ober-Schmitt facility, which has since been divested
- 2023 profit margins further impacted by lower asset utilization rates and expected to improve as market recovers

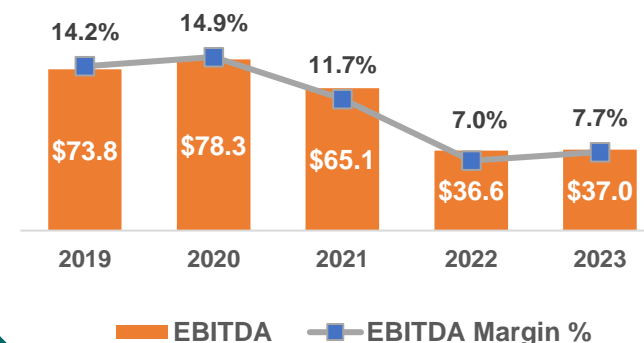
Revenue & Shipment Trend

\$ in millions



Adj. EBITDA & Adj. EBITDA Margin

\$ in millions



Spunlace

Historical financial performance

Volume decline due to labor constraints in North America and market softness in European markets

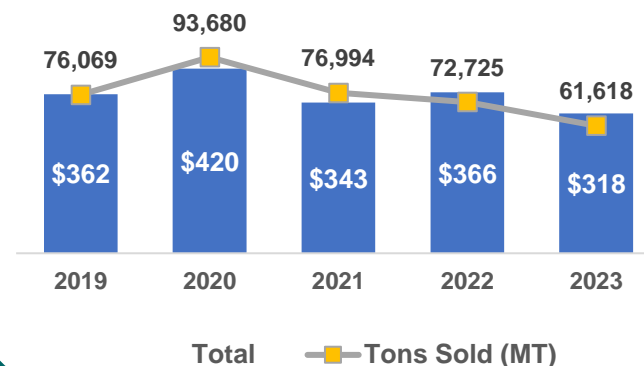
- 2023 North American volume impacted by production constraints on converting side for our customers
- 2023 European market impacted by destocking and trade down to cheaper imported products from Asia
- Additional pricing actions to restore margins to pre-acquisition levels also impacted volume

Profitability significantly improved compared to 2022 despite volume decline

- Pricing actions implemented to increase margins to pre-acquisition levels improved overall profitability of segment
- Operational improvements and headcount actions helped offset lower capacity utilization rates and general inflation
- Expect profit margins to further improve as market recovers and from expanded commercial focus on Sontara branded products

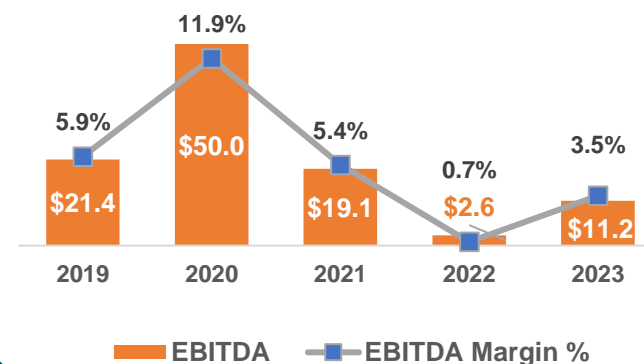
Revenue & Shipment Trend

\$ in millions



Adj. EBITDA¹ & Adj. EBITDA Margin

\$ in millions



¹ EBITDA based on IFRS. Figures translated to USD at USD/DKK = 6.28 for pre-acquisition periods.



Cash Flow

2023 Adjusted Free Cash Flow higher by ~\$30 million versus last year

- Working capital improved by ~\$32 million driven by raw material price declines and working capital management
- Interest paid increased by ~\$26 million related to higher interest rates and debt refinancing
- Taxes paid lower by ~\$15 million driven by changes in jurisdictional income and timing of payments carried over to 2024
- CAPEX lower by ~\$4 million

(in millions)	Q4 2022	Q4 2023	2022	2023
Adjusted EBITDA	\$22.3	\$25.1	\$98.9	\$92.6
Change in working capital (*)	32.7	8.8	(63.3)	(31.4)
Taxes paid	(5.4)	(2.6)	(24.4)	(9.4)
Interest paid	(15.3)	(22.2)	(33.2)	(59.2)
Other	(10.8)	7.2	(18.8)	(18.2)
Cash Flow from continuing Operations	\$23.5	\$16.3	(\$40.8)	(\$25.6)
Less: Capital expenditures	(7.7)	(8.5)	(37.7)	(33.8)
Free Cash Flow	\$15.9	\$7.8	(\$78.6)	(\$59.4)
Less: Adjustments to Free Cash Flow ⁽¹⁾	2.1	2.8	8.5	19.1
Adjusted Free Cash Flow	\$18.0	\$10.6	(\$70.0)	(\$40.3)

(*) - Working capital is defined as accounts receivable plus inventories less accounts payable

Notes:

(1) – Appendix includes the details for the Adjustments to Free Cash Flow in page 22



Balance Sheet and Liquidity

- Leverage, as calculated in accordance with the covenants of our credit agreement is 3.4x* on December 31, 2023
- Available liquidity of approximately \$135 million

(in millions)	31-Dec-21	31-Dec-22	31-Dec-23
Cash	\$138.4	\$110.7	\$50.3
Debt			
Current portion of long term debt	26.4	40.4	1.0
Short term debt	22.8	11.4	6.1
\$500 million 4.75% bond	500.0	500.0	500.0
Term Loans 1.3% - 2.4% due 2022 - 2025	239.5	185.1	-
11.25% Term Loan, due 2029	-	-	271.2
Revolving credit agreement	10.0	118.7	99.5
Unamortized deferred financing costs	(11.4)	(10.5)	(17.5)
Total Debt	\$787.4	\$845.1	\$860.3
Net Debt	\$648.9	\$734.4	\$810.1
Shareholders' Equity	\$542.8	\$318.0	\$256.9
TTM Adj. EBITDA	\$119.6	\$98.8	\$92.6
Available Liquidity	\$258.0	\$87.4	\$135.3

Notes:

(*) - Debt covenant compliance ratio of 3.4x as of December 31, 2023 includes additional add backs permitted under credit agreement (max of 4.25x)
The sum of individual amounts set forth above may not agree to the column totals due to rounding.



2024 EBITDA and Cash Flow Guidance

- Full-year 2024 EBITDA to be between \$110 million and \$120 million
- Cash Interest is estimated to be approximately \$70 million
- Capital expenditures estimated to be in the range of \$35 million to \$40 million
- Cash taxes estimated to be between \$15 million and \$20 million
- Working capital cash usage projected to be favorable by ~\$10 million
- Non-operating cash costs (merger integration planning, tornado insurance deductible, turnaround strategy and other one-time items) expected to be ~\$25 million

**Glatfelter and
Berry Global
Plans for Tax-Free
Spin-Off
and Merger of
Berry's
HHNF Business
with
Glatfelter**



Glatfelter & Berry HNF Business Merger Overview

Deal Structure

- The majority of Berry's HH&S segment to include its Global Nonwovens and Films Business and Glatfelter (GLT) to combine via a Reverse Morris Trust transaction expected to be valued at approximately \$3.6B
- Transaction expected to be tax-free to Berry, Glatfelter, and their respective shareholders

Ownership

- Berry shareholders to own approximately 90% of the newly combined company or "NewCo"
- Glatfelter shareholders to own approximately 10% of NewCo

Capital Structure & Financing

- Fully committed financing in place in support of transaction
- NewCo net leverage of 4.0x expected post transaction close; facilitating ~\$1B net cash distribution to Berry at closing
- Improves Glatfelter's leverage profile to increase shareholder value
- Existing Glatfelter senior notes due 2029 expected to remain in place; other debt to be retired
- Glatfelter to complete a reverse stock split prior to transaction close; ratio to be determined by GLT and BERY ⁽¹⁾

Management & Governance

- Curt Begle, President of Berry HH&S, to lead NewCo as CEO
- Senior management team will include combined team of Berry and Glatfelter leaders
- Board of Directors comprised of 9 members, with 6 designated by Berry and 3 designated by Glatfelter

Closing

- Glatfelter shareholder vote required
- No shareholder vote required for Berry shareholders
- Targeted to close in the 2H of CY 2024, subject to customary closing conditions and regulatory approvals

(1) Prior to closing of the transaction, Glatfelter will complete a reverse stock split of all of its issued and outstanding common stock. The reverse stock split ratio is to be determined by Glatfelter and Berry. Additional information will be provided prior to the effective time of the reverse stock split.



Strategic Rationale and Differentiated Right-to-Win



Creates a differentiated industry leader serving attractive, growing segments and several highly-profitable niches



Brings together leading resin and fiber technologies, at scale, enabling for broader solutions, unique innovation opportunities and greater customer choice



Deepens relationships with the world's leading brand owners, enabling critical innovation and partnership opportunities to support growth



Creates well-invested, global footprint to serve global and regional customers across all major continents



Provides cost takeout opportunities ahead of recovering demand trends

Glatfelter Complements Berry HHNF's Nonwovens Capability Set

Berry HHNF and Glatfelter have complementary profiles and overlap across certain end markets served, technological capabilities and geographic footprint

Berry HHNF

GLATFELTER

Markets

Hygiene

Health

Disinfectant Wipes

Specialties

Nonwovens Technologies

Spunbond

Spunmelt

Carded

Airlaid

Wetlaid

Spinlace®

Spunlace

Geographies

North America

South America

Europe

Asia

*Combination Broadens
Business Exposure Across all
Core Berry HHNF Businesses*

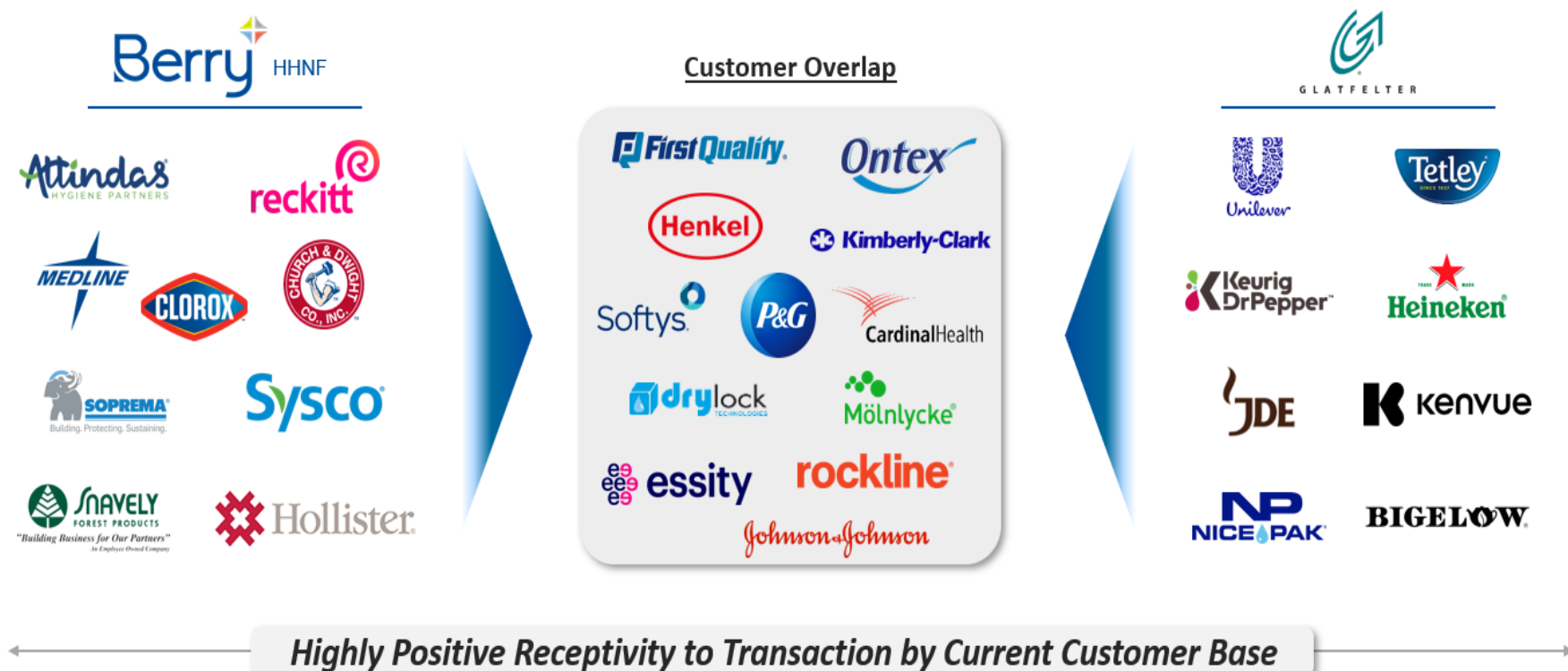
*Glatfelter's Airlaid & Wetlaid
Business Fills a "Missing Piece"
for HHNF and Expands
Capabilities in
Nonwovens*

*Berry HHNF and Glatfelter
Nonwovens Footprints are
Complementary in North America,
Europe and Asia*



NewCo is Better Positioned to Serve Leading Global and Regional Customers

Berry HHNF and Glatfelter have significant overlap across blue-chip customer base, enhancing overall customer value proposition with cross-selling opportunities



Unique Opportunity to Strengthen and Reinforce Key Relationships

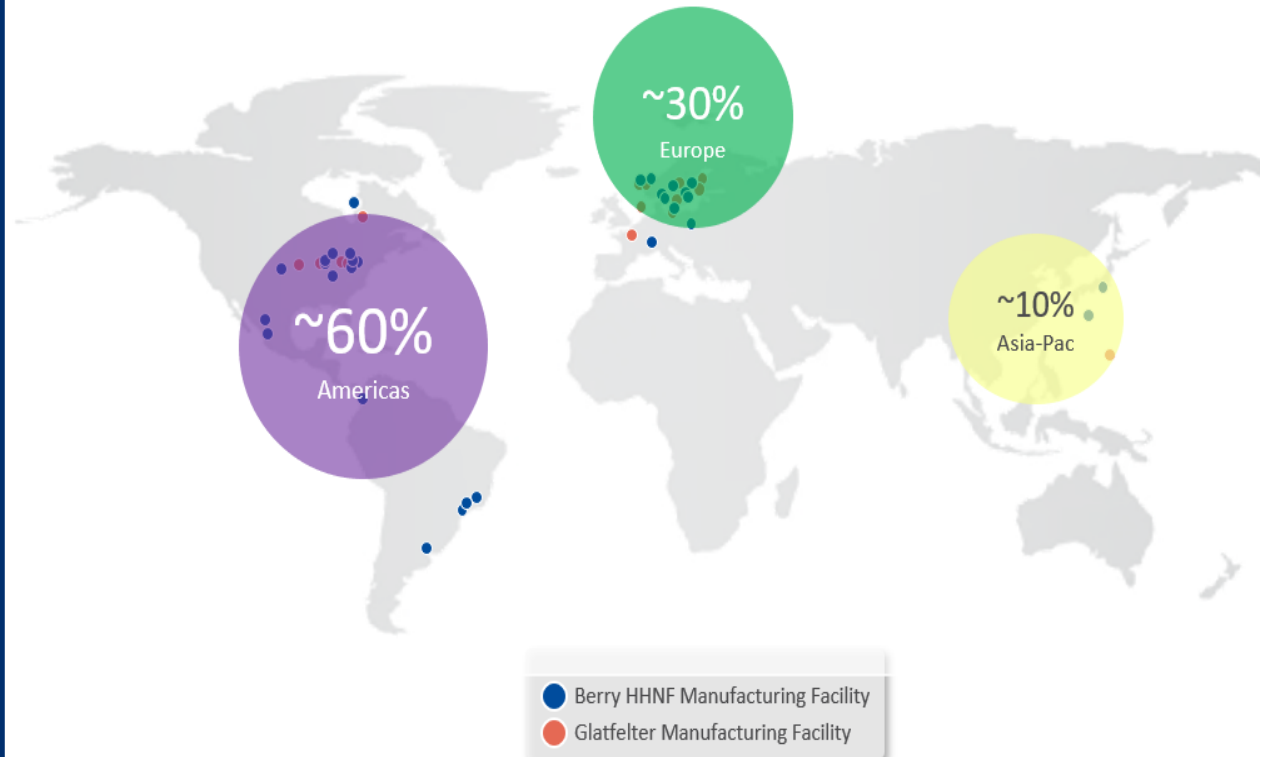
Source: Management



Berry HSNF and Glatfelter have a Complementary, Well-invested Footprint

NewCo's global manufacturing network provides top-tier service to customer base across all markets served




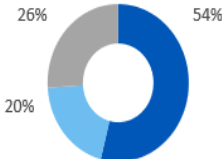
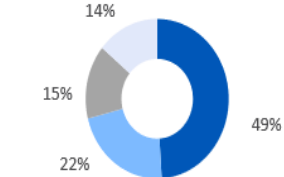
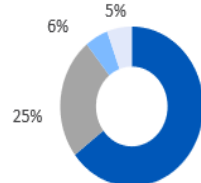

- ✓ Low-single to mid-single digit long-term growth outlook for the Americas
- ✓ Low-single to high-single digit long-term growth outlook for the ROW
- ✓ >100 Countries served
- ✓ 46 Facilities worldwide
- ✓ ~8,650 Employees
- ✓ 1,000+ Customers



PF Revenue Split for NewCo

Source: Management, Company filings and presentations
(1) Sales breakdown based on LTM 12/30/2023 revenue

Combined Enterprise Overview

	<div></div>	<div> GLATFELTER</div>	<div></div>
Revenue	\$2.2B	\$1.4B	\$3.6B
EBITDA % margin	~\$290M 13.2%	\$93M 6.7%	~\$455M ⁽¹⁾ 12.6%
Sales by End Market	<div> ■ Home, Hygiene and PC ■ Specialty ■ Healthcare</div>	<div> ■ Home, Health, Hygiene, and PC ■ F&B ■ Specialties ■ Industrials/Other</div>	<div> ■ Home, Health, Hygiene, and PC ■ Specialties ■ F&B ■ Industrial / Other</div>
Global Customers	<div></div>		

Note: HNNF includes Berry's Global Nonwovens and Films Business
References to revenue and Adj. EBITDA is December LTM 2023 for BERY and GLT
(1) Includes expected cost synergies of \$50M to be realized over 3 years and combined pro forma adjustments of \$22M

NewCo well-positioned to serve the world's best-known brand owners in fast-growing markets



NewCo expected to have enterprise value of ~\$3.6B

Creates two leading independent companies, each positioned for greater success

TRANSACTION BENEFITS TO BERRY

- Berry becomes a more focused “pure play” leading supplier of sustainable global packaging solutions
- Expect more consistent earnings growth and cash flow generation
- Unlocks value in Berry; shareholders can participate in significant potential upside of NewCo
- Berry to receive net cash distribution of ~\$1.0B and intends to use the proceeds to repay existing debt
- Transaction expected to be tax-free to BERY and GLT shareholders

TRANSACTION SUMMARY

	NewCo	Value to BERY
Pro Forma Adjusted EBITDA	\$455M	
Transfer of GLT notes	\$0.5B	
New Financing ⁽¹⁾	\$1.3B	\$1.0B
Equity Value — (BERY 90%; GLT 10%) (assumes ~8x Adj. EBITDA)	\$1.8B	\$1.6B
NewCo Enterprise Value	\$3.6B	\$2.6B

(note: New financing uses: \$1B distribution to Berry, \$0.4B retirement of GLT debt, (\$0.1B) cash less expenses)

(note: Expect pro forma leverage for NewCo. to be ~4.0x)

(1) New financing net of contributed cash

Targeted to close in the 2H of calendar 2024

Adjusted EBITDA refers earnings before interest, taxes, depreciation, and amortization, as further described as Operating EBITDA for the last twelve month (“LTM”) period ended December 30, 2023 for Berry and Adjusted EBITDA for the LTM period ended December 31, 2023 for Glatfelter, along with expected cost synergies of \$50 million to be realized by year three and combined pro forma adjustments of \$22M. A reconciliation to the nearest comparable GAAP measures can be found on GLT’s website and Berry’s numbers are a carve-out of HH&S and unaudited



Key Drivers of Growth for NewCo

Mega Trends



- Attractive growth trends in health, hygiene & personal care
- Population growth coupled with rising standards of living in emerging markets
- Substitution from reusable products to disposable specialty materials
- Aging population driving adult incontinence & healthcare demand

Commercial & Operational Excellence



- Prioritize customer relationships
- Leverage global footprint
- Focus on global innovation and R&D
- Execute on productivity opportunities
- Sustainability offerings

Organic Growth Investments



- Broad manufacturing platform with technology and sustainability leadership
- Further penetration in key growth markets including:
 - Asia
 - Africa
 - India

Strategic Opportunities



- Multiple strategic angles including:
 - Adjacent markets
 - Geographic expansion
 - Product line extensions
 - Differentiated technologies
 - Synergy capture

NewCo will benefit from market growth, operational execution, organic investments and M&A opportunities

Appendix



Glatfelter footprint



~3,000 Glatfelter people across the globe

Manufacturing overview

Composite Fibers



Gernsbach, Germany



~530 employees¹



- 5 Inclined-Wire Machines
- 9 Slitters
- 1 Embossing Calendar
- 8 – 100 g/sqm



Lydney, United Kingdom



~250 employees¹



- 3 Inclined-Wire Machines
- 12.3 – 60 g/sqm
- 2.20 – 4.20 m deckles



Scaer, France



~100 employees¹



- 2 Inclined-Wire Machines
- 9 – 60 g/sqm
- 1.60 – 1.80 m deckles



Manufacturing overview

Composite Fibers (cont'd)



Newtech Pulp - Philippines



~130 employees¹



- Dedicated abaca pulp site
- Produces a variety of specialty pulps for F&B
- Main supplier of GLT abaca pulp for all production sites



Dresden, Germany



~110 employees¹



- 1 Duplex-Fourdrinier
- 65 – 175 g/sqm
- Synthetic fiber preparation and dosing technologies



Caerphilly, United Kingdom



~50 employees¹



- 3 Laquering Machines
- 2 Metallizers



Manufacturing overview

Airlaid Materials



Gatineau, Quebec, Canada



Mount Holly, NC, USA



Fort Smith, Arkansas, USA



Falkenhagen, Germany



Steinfurt, Germany



~230
employees¹



2 Airlaid Lines

- Thermo-bonded
- Multi-bonded
- 50 – 600 g/sqm

2 Single-Lane
Festooner
Lines



~120
employees¹



2 Airlaid Lines

- Latex-bonded
- Multi-bonded
- Thermal Bonded
- 45 – 300 g/sqm



~80
employees¹



1 Airlaid Line

- Thermo-bonded
- Multi-bonded
- 50 – 55 g/sqm (specialized for thin product)



~370
employees¹



3 Airlaid Lines

- Latex-bonded
- Multi-bonded
- 55 – 600 g/sqm

3 Slitters

3 Single-Lane
Festooner
Lines



~190
employees¹



2 Airlaid Lines

- Latex-bonded
- Multi-bonded
- 50 – 300 g/sqm

3 Slitters

3 Single-Lane
Festooner
Lines



Manufacturing overview

Spunlace

Sontara Brand



Asheville, NC, USA



~170
employees¹

- Carded-Spunlace line with thermal calender
- Airlaid Spunlace line
- Wipes, dispersible wipes and, hygiene / medical substrates



Sultz, France



~110
employees¹

- Carded-Spunlace line
- Wipes, hygiene / medical substrates, and coverstocks



Old Hickory, TN, USA



~150
employees¹

- 3 proprietary Sontara Spunlace assets with natural, synthetic and woodpulp capabilities
- Medical drapes, gowns, and other substrates
- Materials for personal, medical, industrial, and military applications



Madison, TN, USA



~90
employees¹

- Converting facility for rewinding, slitting, perforating, and folded wipe production



Asturias, Spain



~100
employees¹

- 1 proprietary Sontara Spunlace and associated converting operation
- Medical substrates and specialized wipe materials



Reconciliation of Non-GAAP measures

Adjusted EPS from continuing operations

<i>In millions</i>	2019	2020	2021	2022	2023
Net Income (loss)	\$ (21.5)	\$ 21.3	\$ 6.9	\$ (194.2)	\$ (79.1)
Adjust: Discontinued ops, net of tax	(3.7)	(0.5)	(0.2)	0.1	0.9
Income (loss) from continuing operations	(25.2)	20.8	6.7	(194.1)	(78.1)
<u>Adjustments / Exclusions:</u>					
Pension settlement expenses, net	75.3	6.2	-	-	-
Gains on Timberland Sales and Transaction Related Costs	(1.6)	(1.4)	(5.2)	(3.0)	(1.3)
Goodwill and other asset impairment charges	-	0.9	-	190.6	-
Russia / Ukraine conflict charges / (recovery)	-	-	-	3.2	(1.4)
CEO transition costs	-	-	-	1.7	0.6
COVID-19 incremental costs/(ERC recovery)	-	2.7	-	(7.3)	(0.2)
Debt refinancing fees	1.0	-	-	-	1.9
Tornado insurance deductible costs	-	-	-	-	5.0
Turnaround strategy costs	-	-	-	8.0	8.8
Cost optimization actions	8.6	6.0	0.9	0.9	-
Restructuring charge - Metallized operations	-	11.1	-	-	-
Strategic initiatives	1.3	1.6	30.9	5.6	3.2
Ober-Schmitt divestiture costs	-	-	-	-	18.8
Fox River environmental matter	(2.5)	-	-	-	-
Corporate headquarters relocation	-	1.1	0.6	0.4	-
Income Tax impact and other adjustments	(23.7)	(11.5)	(6.3)	(25.1)	4.1
Total adjustments	58.4	16.6	20.9	175.1	39.5
Adjusted income (loss) from continuing operations	33.2	37.4	27.6	(19.0)	(38.7)
Adjusted EPS for continuing operations	\$ 0.75	\$ 0.84	\$ 0.61	\$ (0.42)	\$ (0.86)

Reconciliation of Non-GAAP measures

Adjusted EPS from continuing operations

<i>USD In millions</i>	Q4 2022	Q4 2023	2022	2023
Net loss	\$ (34.3)	\$ (8.7)	\$ (194.2)	\$ (79.1)
Adjust: Discontinued ops, net of tax	0.2	0.1	0.1	0.9
Net loss from continuing operations	\$ (34.1)	\$ (8.6)	\$ (194.1)	\$ (78.1)
<u>Adjustments / Exclusions:</u>				
Goodwill and other asset impairment charges	30.7	-	190.6	-
Turnaround strategy costs	8.0	1.7	8.0	8.8
Russia / Ukraine conflict charges	(0.7)	(1.4)	3.2	(1.4)
Strategic initiatives	0.9	1.1	5.6	3.2
Ober-Schmitt divestiture costs	-	-	-	18.8
Debt Refinancing	-	-	-	1.9
Tornado insurance deductible costs	-	5.0	-	5.0
CEO transition costs	0.2	-	1.7	0.6
Corporate headquarters relocation	-	-	0.4	-
Cost optimization actions	-	-	0.9	-
COVID-19 ERC recovery	(7.3)	-	(7.3)	(0.2)
Gains on Timberland Sales and Transaction Related Costs	-	-	(3.0)	(1.3)
Income Tax impacts and other adjustments	(4.7)	0.2	(25.1)	4.1
Total adjustments	27.1	6.6	175.1	39.5
Adjusted income from continuing operations	\$ (7.0)	\$ (2.0)	\$ (19.0)	\$ (38.7)
Adjusted EPS for continuing operations	\$ (0.16)	\$ (0.04)	\$ (0.42)	\$ (0.86)



Reconciliation of Non-GAAP measures

Adjusted EBITDA from continuing operations

<i>In millions</i>	Q4 2022	Q4 2023	2022	2023
Net loss	\$ (34.3)	\$ (8.7)	\$ (194.2)	\$ (79.1)
Adjust: Discontinued ops	0.2	0.1	0.1	0.9
Add: Taxes	(1.7)	(6.4)	(10.3)	7.0
Add: Depreciation and Amortization	16.2	15.9	66.7	63.2
Add: Net Interest Expense	9.3	17.2	32.8	63.3
EBITDA	(10.3)	18.0	(104.9)	55.4
<u>Adjustments / Exclusions:</u>				
Goodwill and other asset impairment charges	30.7	-	190.6	-
Turnaround strategy costs	8.0	1.8	8.0	9.4
Russia / Ukraine conflict charges / (recovery)	(0.7)	(1.4)	3.2	(1.4)
Strategic initiatives	0.9	1.1	5.6	3.2
Ober-Schmitt divestiture costs	-	-	-	18.8
Debt refinancing costs	-	-	-	0.1
Tornado insurance deductible costs	-	5.0	-	5.0
CEO transition costs	0.2	-	4.8	0.6
Corporate headquarters relocation	-	-	0.4	-
Share-based compensation	0.8	0.6	0.8	2.8
Cost optimization actions	-	-	0.6	-
COVID-19 ERC recovery	(7.3)	-	(7.3)	-
Gains on Timberland Sales and Transaction Related Costs	-	-	(3.0)	(1.3)
Adjusted EBITDA from continuing operations	\$ 22.3	\$ 25.1	\$ 98.9	\$ 92.6
Depreciation and Amortization	(16.2)	(15.9)	(66.7)	(63.2)
Other Expense	3.6	2.3	7.6	9.9
Share-based compensation	(0.8)	(0.7)	(0.8)	(3.4)
Adjusted Operating Income from continuing operations	\$ 8.9	\$ 10.8	\$ 36.2	\$ 35.8



Reconciliation of Non-GAAP measures

Adjusted EBITDA from continuing operations

<i>In millions</i>	2019	2020	2021	2022	2023
Net Income (loss)	\$ (21.5)	\$ 21.3	\$ 6.9	\$ (194.2)	\$ (79.1)
Exclude: Loss (Income) from discontinued operations, net of tax	(3.7)	(0.5)	(0.2)	0.1	0.9
Add: Taxes from continuing operations	(9.2)	11.6	7.0	(10.3)	7.0
Add: Depreciation and Amortization	50.8	56.6	61.4	66.7	63.2
Add: Net Interest Expense	9.3	6.6	12.3	32.8	63.3
EBITDA from continuing operations	\$ 25.7	\$ 95.6	\$ 87.4	\$ (104.9)	\$ 55.4
<u>Adjustments / Exclusions:</u>					
Share-based compensation	3.6	5.7	5.1	0.8	2.8
Pension settlement expenses, net	75.3	6.2	-	-	-
Gains on Timberland Sales and Transaction Related Costs	(1.6)	(1.4)	(5.2)	(3.0)	(1.3)
Goodwill and other asset impairment charges	-	0.9	-	190.6	-
Russia / Ukraine conflict charges / (recovery)	-	-	-	3.2	(1.4)
Debt refinancing costs	-	-	-	-	0.1
Restructuring charge - Metallized operations (net of accelerated depreciation)	-	7.2	-	-	-
Tornado insurance deductible costs	-	-	-	-	5.0
CEO transition costs	-	-	-	4.8	0.6
Cost optimization actions	8.6	6.0	0.9	0.6	-
COVID-19 incremental costs/(ERC recovery)	-	2.7	-	(7.3)	-
Corporate headquarters relocation (net of asset write off)	-	0.9	0.6	0.4	-
Strategic initiatives	1.3	1.6	30.9	5.6	3.2
Turnaround strategy costs	-	-	-	8.0	9.4
Ober-Schmitt divestiture costs	-	-	-	-	18.8
Fox River environmental matter	(2.5)	-	-	-	-
Adjusted EBITDA from continuing operations	\$ 110.3	\$ 125.3	\$ 119.6	\$ 98.9	\$ 92.6



Reconciliation of Non-GAAP measures

Cash Flow from Continuing Operations

Adjusted Free

In millions	Q4 2022	Q4 2023	2022	2023
Adjusted EBITDA	\$22.3	\$25.1	\$98.9	\$92.6
Accounts receivable	7.6	3.0	(35.3)	21.6
Inventories	26.4	8.5	(44.4)	9.6
Accounts payable	(1.3)	(2.6)	16.4	(62.7)
Change in working capital	32.7	8.8	(63.3)	(31.4)
Taxes paid	(5.4)	(2.6)	(24.4)	(9.4)
Interest paid	(15.3)	(22.2)	(33.2)	(59.2)
Other	(10.8)	7.2	(18.8)	(18.2)
Cash Flow from continuing Operations	\$23.5	\$16.3	(\$40.8)	(\$25.6)
Less: Capital expenditures	(7.7)	(8.5)	(37.7)	(33.8)
Free Cash Flow	\$15.9	\$7.8	(\$78.6)	(\$59.4)
Fox River Payments	0.3	0.3	1.8	0.9
Turnround strategy costs	1.1	0.1	1.1	12.9
Strategic Initiatives	0.2	0.6	1.4	2.1
CEO transition costs	0.4	0.5	0.7	8.7
Cost Optimization	0.2	0.1	1.3	0.3
HQ Relocation	-	-	(0.3)	-
Oberschmitt divestiture costs	-	2.1	-	2.7
COVID-19 ERC recovery	-	(1.0)	-	(7.6)
Tax payments (refunds) on adjusting items	(0.1)	-	2.5	(0.9)
Less: Adjustments to Free Cash Flow	2.1	2.8	8.5	19.1
Adjusted Free Cash Flow	\$18.0	\$10.6	(\$70.0)	(\$40.3)



Reconciliation of Non-GAAP measures

Adjusted EBITDA from continuing operations

<i>USD in Thousands</i>	Q4 2022	Q3 2023	Q4 2023
Airlaid Materials Operating Profit	\$14,091	\$11,196	\$8,371
Addback: Depreciation & Amortization	7,542	7,553	7,588
Airlaid Materials EBITDA	\$21,633	\$18,749	\$15,959
Composite Fibers Operating Profit	\$4,843	\$7,268	\$7,054
Addback: Depreciation & Amortization	4,355	3,898	3,905
Composite Fibers EBITDA	\$9,198	\$11,166	\$10,959
Spunlace Operating Profit / (Loss)	(\$1,238)	(\$1,053)	\$2,322
Addback: Depreciation & Amortization	3,037	3,289	3,388
Spunlace EBITDA	\$1,799	\$2,236	\$5,710



G L A T F E L T E R

