

# Solid year in a gradually improved market

Results 2024

Ralf K. Wunderlich  
President and CEO

Thomas Geust  
CFO



**Huhtamaki**

# Ralf K. Wunderlich appointed CEO of Huhtamaki as of Jan 15

- Born 1966, German citizen
- Education: B.Sc. (Business Administration)
- Main occupation: Senior Adviser, Independent Consultant and Operating Partner to private equity companies
- Member of various Boards of both listed and privately owned companies
- Member of the Huhtamaki Board of Directors since 2018
- Primary working experience:
  - Amcor Group, President and Managing Director, Flexibles, Asia Pacific and Member, Global Management Team (2010–2016)
  - LINPAC Packaging Ltd, President and Managing Director, and Executive Director, LINPAC Group (2008–2009)
  - Rio Tinto Alcan, several roles and increasing responsibilities, country, regional and global P&L responsibilities (1993–2007)



**Huhtamaki**

# Separating Fiber Packaging and Foodservice E-A-O

## Sara Engber appointed President, Fiber Packaging

### Fiber Foodservice separated into two distinct business segments

- Aiming to increase speed of execution and to empower the teams to serve our customers more efficiently
- More focus to the Fiber Packaging segment
- The segments were integrated in 2020, but have been externally reported separately
- No changes to external reporting
- Fredrik Davidsson will continue as President, Foodservice Europe-Asia-Oceania and member of the Global Executive Team

### Sara Engber appointed President, Fiber Packaging

- Appointed President, Fiber Packaging and member of the Global Executive Team, effective April 1, 2025, at the latest
- Based in Espoo
- With Huhtamaki since 2009, most recently as Senior Vice President, Operations, North America
- Strong background in fiber packaging





Q4 2024

# Solid year in a gradually improved market

## Market trends

- Gradual market improvement continued, partly supported by customers' promotional activities
- Market environment still impacted by the inflation pressure and the boycotts on some customers due to the conflict in the Middle East
- Raw material costs mostly stable

## Financial performance

- Comparable sales turned positive with 3% growth, driven by volumes, pricing flat
- Adj. EBIT +3%, margin unchanged at 10.4%

**Program to improve efficiency proceeding well, timeline updated**

# Efficiency program contributed significantly to profitability improvement

## Sourcing

Direct and indirect spend

## Material efficiency

Waste reduction

## Labor productivity

Direct and indirect labor

## Footprint optimization

Structural cost reduction

## Original program timeline, targets and costs

Efficiency program launched in November 2023, leading to savings of appr. EUR 100 million over three years

- Program expected to cost appr. EUR 80 million
- Significant actions initiated already in the second half of 2023 in the context of lower demand in the market and further initiatives executed, such as:
  - Procurement: acceleration program to cover all input costs (materials and services)
  - Continuous improvement: roll-out of Operations program focusing on material waste reduction
  - Labor productivity: Reduction of workforce (including own and contracted)
  - Flexible Packaging: footprint optimization including consolidation and closure of selected production sites
  - Foodservice EAO: footprint optimization including consolidation and closure of selected sites

## Progress and updated timeline

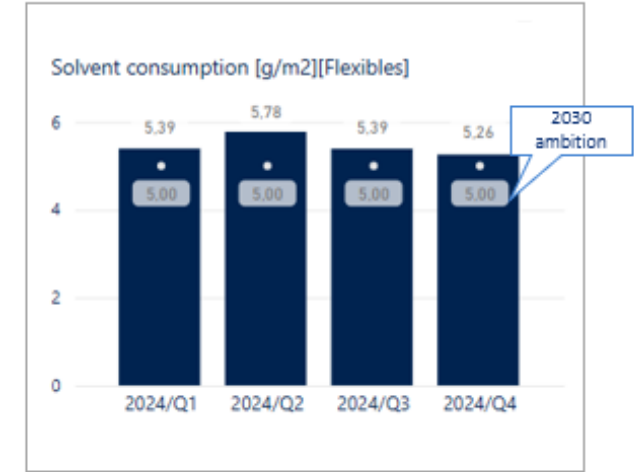
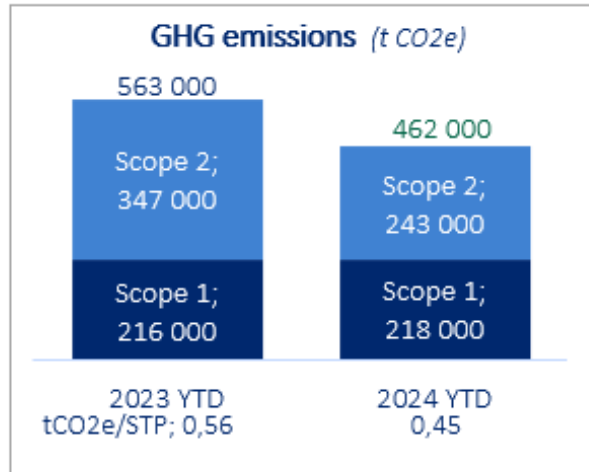
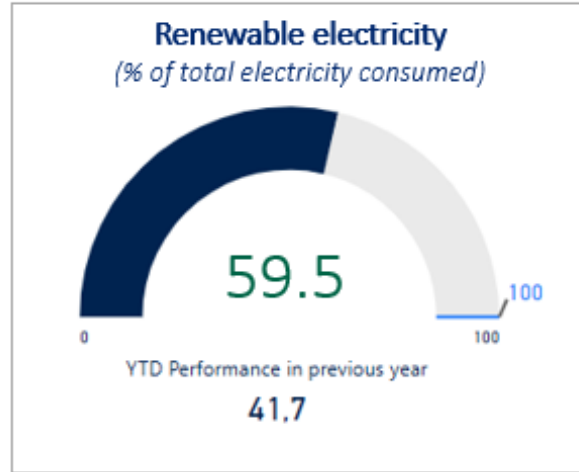
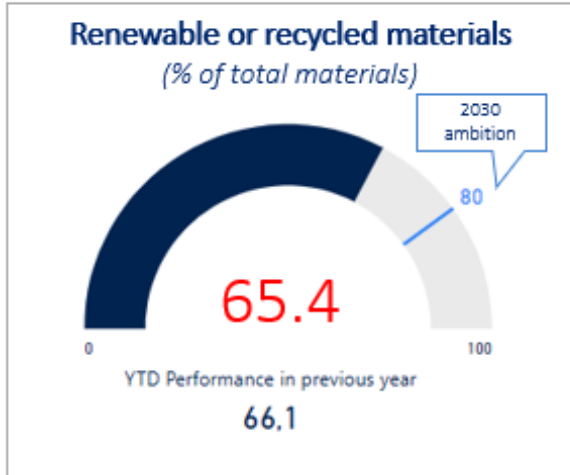
**By the end of 2024, the program has generated EUR 76 million in savings, significantly compensating for the continued high cost inflation**

- Program-related costs accounted for EUR 24 million by the end of 2024, including a positive impact from divestment of real estate in China

## Program update:

- We expect to reach the EUR 100 million cost savings and to complete the program ahead of the original schedule
- The total costs of the program are expected to be below the originally estimated EUR 80 million

# Sustainability Dashboard – Good progress towards our 2030 targets





# Stepping up our sustainability communication with a results call on March 24

- As we aim to improve our sustainability communications, we are launching a new concept of an annual sustainability results call
- Call hosted by Salla Ahonen, Executive Vice President, Sustainability and Communications
- Event to be held on Monday, March 24 at 15:00 EET, after releasing our Annual Report 2024
- Details to be published at a later date

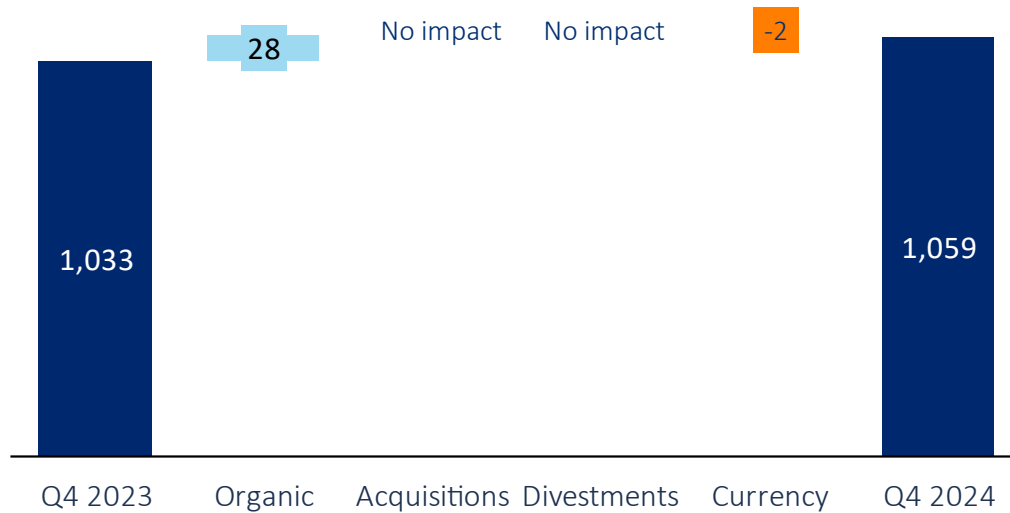


# 01 Business performance



# Q4 2024: Comparable net sales supported by volume growth

Development of net sales in Q4 2024  
(EUR million)



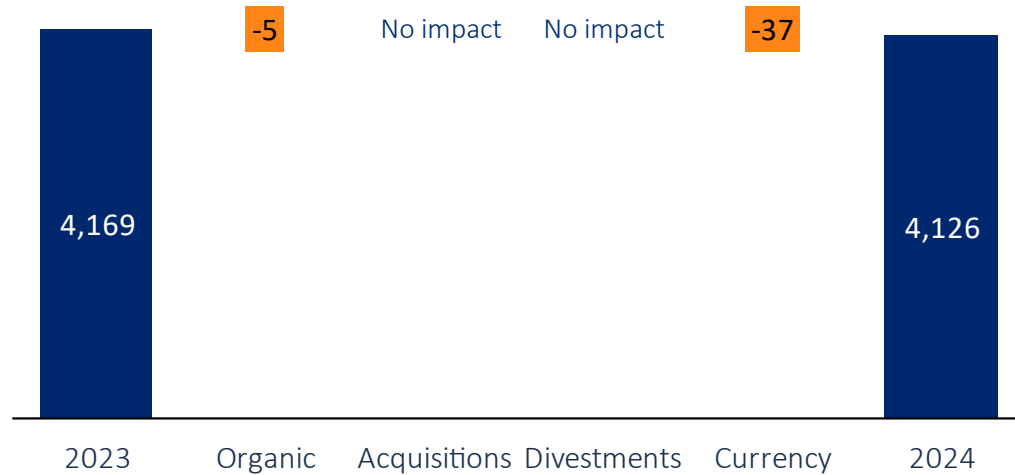
## Net sales increased 2% in Q4 2024

- Comparable net sales +3% (-0% in emerging markets). Sales volumes growing, pricing flat
- 0% from acquisitions and divestments
- Currency impact -0%

Comparable net sales growth is growth excluding foreign currency changes, acquisitions, divestments and ancillary businesses. Acquisitions calculated for 12 first months from closing.

# 2024: Pricing weighing on comparable net sales development, volumes slightly positive

Development of net sales in Q1-Q4 2024  
(EUR million)



## Net sales decreased 1% in 2024

- Comparable net sales growth flat (-2% in emerging markets). Slightly positive sales volumes, pricing impact slightly negative
- 0% from acquisitions and divestments
- -1% currency impact

Comparable net sales growth is growth excluding foreign currency changes, acquisitions, divestments and ancillary businesses. Acquisitions calculated for 12 first months from closing.

# Comparable net sales trend improving

Comparable net sales growth	Q4 23	Q1 24	Q2 24	Q3 24	Q4 24	2023	2024	Long-term ambitions
Foodservice E-A-O	-5%	-5%	-6%	-7%	-1%	2%	-5%	4-5%
North America	4%	-3%	-2%	3%	2%	2%	0%	5-6%
Flexible Packaging	-9%	-1%	2%	-0%	5%	-9%	1%	6-7%
Fiber Packaging	2%	1%	3%	8%	12%	7%	6%	3-4%
<b>Group</b>	<b>-3%</b>	<b>-2%</b>	<b>-1%</b>	<b>-0%</b>	<b>3%</b>	<b>-2%</b>	<b>-0%</b>	<b>5-6%</b>

## Q4 commentary:

- Foodservice packaging demand showed signs of improvement, partially driven by promotions
- In North America, demand continued to improve for most products
- Demand for flexible packaging improved
- Demand for fiber-based egg packaging improved, and showed signs of improvement for food-on-the-go products

Comparable net sales growth is growth excluding foreign currency changes, acquisitions, divestments and ancillary businesses.

# EBIT margin continued at double-digit level in Q4 and 2024

<i>MEUR</i>	<b>Q4 24</b>	Q4 23	Change	<b>2024</b>	2023	Change
Net sales	<b>1,058.7</b>	1,032.9	2%	<b>4,126.3</b>	4,168.9	-1%
Adjusted EBIT <sup>1</sup>	<b>110.3</b>	107.5	3%	<b>416.9</b>	392.6	6%
<i>Margin</i>	<b>10.4%</b>	10.4%		<b>10.1%</b>	9.4%	
Adjusted EPS, EUR <sup>2</sup>	<b>0.68</b>	0.68	-1%	<b>2.48</b>	2.32	7%
Capital expenditure	<b>113.8</b>	114.8	-1%	<b>247.9</b>	318.7	-22%

## Q4 commentary:

- Adj. EBIT increased and margin remained unchanged, supported by the company's actions to improve profitability and higher sales volumes. The increases in labor, transportation and energy costs had a negative impact
- Adjusted EPS at the previous year's level
- Capex close to the previous year's level in Q4, significantly lower during the full year 2024

1) Excluding IAC of EUR -15.3 million in Q4 2024 (EUR 38.5 million) and EUR -44.7 million in Q1-Q4 2024 (EUR -11.7 million).

2) Excluding IAC of EUR -7.1 million in Q4 2024 (EUR 16.0 million) and EUR -35.1 million in Q1-Q4 2024 (EUR -35.9 million).

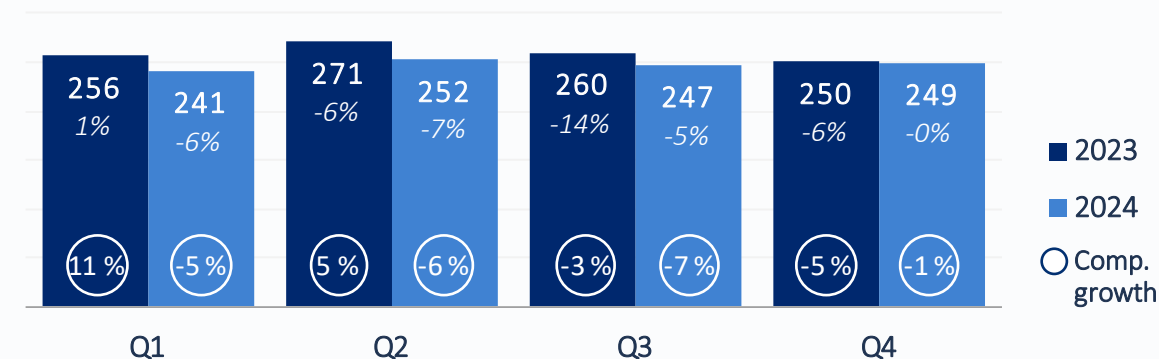
# 02

## Business segment review

# Foodservice E-A-O: Cautious signs of improvement

Key figures, MEUR	Q4 24	Q4 23	Change
Net sales	249.2	250.2	-0%
Comparable growth	-1%	-5%	
Adjusted EBIT <sup>1</sup>	24.7	25.0	-1%
Margin	9.9%	10.0%	
Capital expenditure	31.0	21.7	42%
Operating cash flow <sup>1</sup>	21.4	25.3	-15%

Net sales, growth and comparable growth (EUR million & %)



Key figures, MEUR	2024	2023	Change
Net sales	989.6	1,037.2	-5%
Comparable growth	-5%	2%	
Adjusted EBIT <sup>1</sup>	91.0	98.0	-7%
Margin	9.2%	9.4%	
Adjusted RONA	10.3%	10.4%	
Capital expenditure	66.3	64.0	4%
Operating cash flow <sup>1</sup>	98.5	130.6	-25%

- The demand showed signs of improvement. The high inflation on food products, particularly for quick service restaurants and high-end coffee chains, continued to impact demand
- Net sales remained at the previous year's level. The war in the Middle East still caused boycotts of certain large brands. Net sales decreased particularly in Middle-East and Africa
- Prices of most raw materials decreased
- Adjusted EBIT decreased due to lower prices, whereas actions to improve profitability had a positive impact

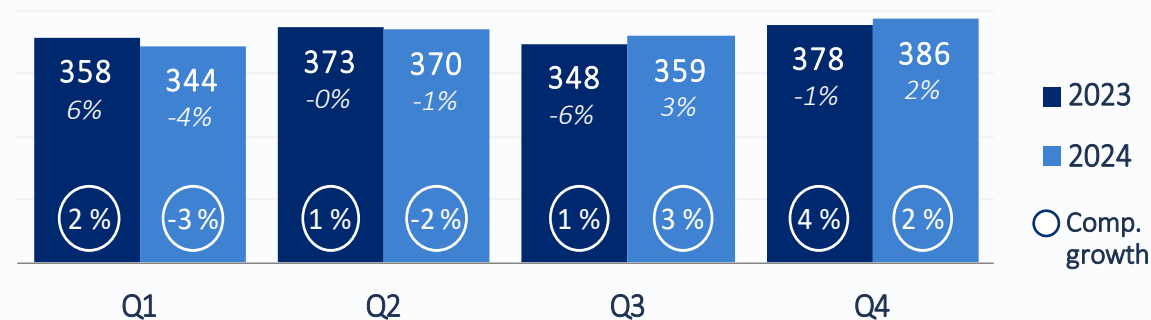
1) Excluding IAC of EUR -2.9 million in Q4 2024 (EUR -7.8 million) and EUR -15.1 million in Q1-Q4 2024 (EUR -9.9 million).



# North America: Continued strong performance

Key figures, MEUR	Q4 24	Q4 23	Change
Net sales	386.5	378.1	2%
Comparable growth	2%	4%	
Adjusted EBIT <sup>1</sup>	52.9	54.1	-2%
Margin	13.7%	14.3%	
Capital expenditure	31.0	43.7	-29%
Operating cash flow <sup>1</sup>	52.9	35.5	49%

Net sales, growth and comparable growth (EUR million & %)



Key figures, MEUR	2024	2023	Change
Net sales	1,460.1	1,457.9	0%
Comparable growth	0%	2%	
Adjusted EBIT <sup>1</sup>	203.4	187.9	8%
Margin	13.9%	12.9%	
Adjusted RONA	19.6%	18.4%	
Capital expenditure	83.9	121.4	-31%
Operating cash flow <sup>1</sup>	219.5	122.2	80%

- Demand continued to improve for most products
- Net sales increased with the support from higher sales volumes, whereas pricing continued to be a headwind. Net sales increased in Foodservice and Retail but decreased in Consumer Goods
- Prices of most raw materials decreased except for pulp
- Adjusted EBIT decreased compared to the strong performance in Q4 2023, due to lower sales prices and increased labor costs. However, actions to improve profitability and volume growth supported profitability

1) Excluding IAC of EUR -1.6 million in Q4 2024 (EUR 0.0 million) and EUR -7.6 million in Q1-Q4 2024 (EUR 0.0 million).

# Flexible Packaging: Profitability improved as demand continued to recover

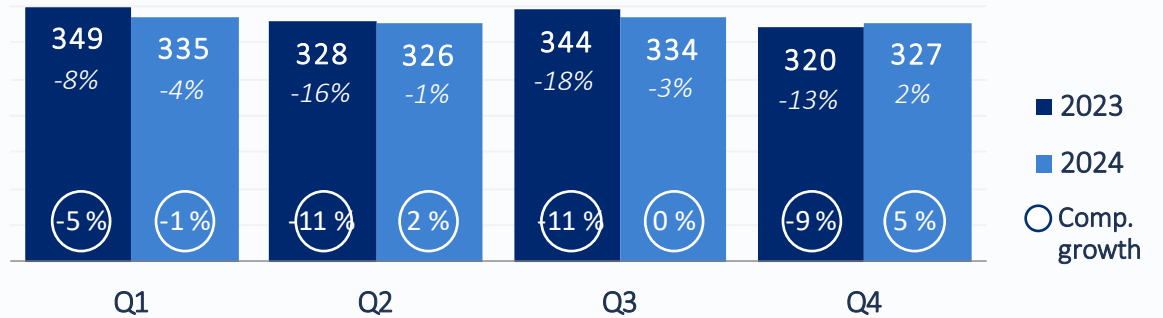
Key figures, MEUR

	Q4 24	Q4 23	Change
Net sales	327.5	319.8	2%
Comparable growth	5%	-9%	
Adjusted EBIT <sup>1</sup>	27.4	26.0	5%
Margin	8.4%	8.1%	
Capital expenditure	31.4	40.3	-22%
Operating cash flow <sup>1</sup>	56.4	46.9	20%

Key figures, MEUR

	2024	2023	Change
Net sales	1,322.5	1,341.0	-1%
Comparable growth	1%	-9%	
Adjusted EBIT <sup>1</sup>	94.2	88.0	7%
Margin	7.1%	6.6%	
Adjusted RONA	7.1%	6.5%	
Capital expenditure	69.0	103.7	-33%
Operating cash flow <sup>1</sup>	84.1	103.9	-19%

Net sales, growth and comparable growth (EUR million & %)



- Overall demand improved
- Net sales increased, supported by higher sales volumes and sales prices. Sales increased in most markets, particularly in Middle-East and Africa
- Prices of most raw materials decreased
- Adjusted EBIT increased, supported by actions to improve profitability and higher sales volumes. Higher labor, transportation and energy costs were mitigated with higher sales prices. Adjusted EBIT improved in most markets, but decreased particularly in India

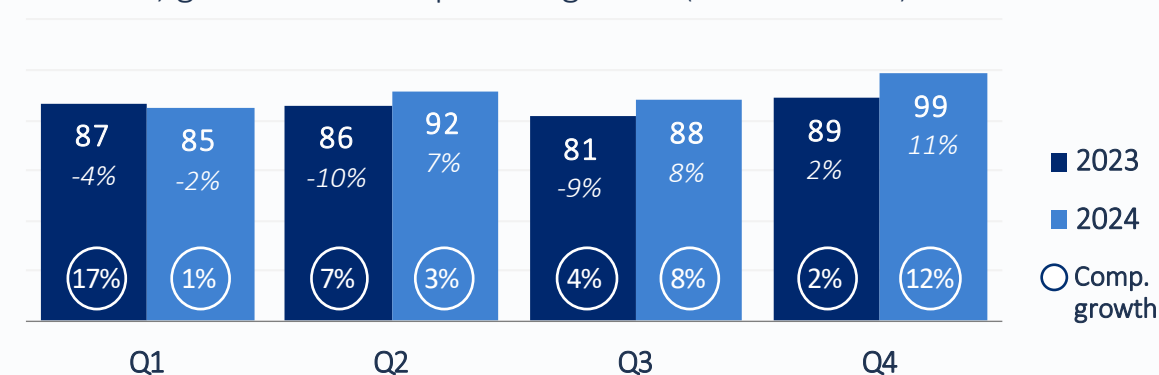
1) Excluding IAC of EUR -7.4 million in Q4 2024 (EUR 48.2 million) and EUR -16.6 million in Q1-Q4 2024 (EUR 5.8 million).

# Fiber Packaging: Strong rebound after the soft Q3 profitability level

Key figures, MEUR

	Q4 24	Q4 23	Change
Net sales	98.5	88.8	11%
Comparable growth	12%	2%	
Adjusted EBIT <sup>1</sup>	15.0	9.7	55%
Margin	15.2%	10.9%	
Capital expenditure	20.3	9.0	>100%
Operating cash flow <sup>1</sup>	17.5	9.4	86%

Net sales, growth and comparable growth (EUR million & %)



Key figures, MEUR

	2024	2023	Change
Net sales	363.2	343.1	6%
Comparable growth	6%	7%	
Adjusted EBIT <sup>1</sup>	43.5	39.6	10%
Margin	12.0%	11.6%	
Adjusted RONA	14.6%	13.7%	
Capital expenditure	28.1	29.3	-4%
Operating cash flow <sup>1</sup>	42.6	31.8	34%

- Overall demand for fiber-based egg packaging improved, and showed signs of improvement for food-on-the-go products
- Net sales driven by increased sales volumes and higher prices. Net sales increased in most markets
- Prices of recycled fiber increased
- Adjusted EBIT increased, driven by higher sales volumes and actions to improve profitability. The increase in raw material and other costs were mitigated through higher sales prices

1) Excluding IAC of EUR -0.5 million in Q4 2024 (EUR -0.7 million) and EUR -2.2 million in Q1-Q4 2024 (EUR -6.2 million).

# 03

## Financial review

# Higher sales and improved profitability driving earnings

MEUR	Q4 24	Q4 23	Change	2024	2023	Change
Net sales	1,058.7	1,032.9	2%	4,126.3	4,168.9	-1%
Adjusted EBITDA <sup>1</sup>	163.7	159.5	3%	622.2	590.1	5%
<i>Margin<sup>1</sup></i>	<i>15.5%</i>	<i>15.4%</i>		<i>15.1%</i>	<i>14.2%</i>	
Adjusted EBIT <sup>2</sup>	110.3	107.5	3%	416.9	392.6	6%
<i>Margin<sup>2</sup></i>	<i>10.4%</i>	<i>10.4%</i>		<i>10.1%</i>	<i>9.4%</i>	
EBIT	95.0	146.0	-35%	372.3	380.9	-2%
Adjusted Net financial items <sup>3</sup>	-19.2	-16.8	-14%	-71.4	-68.9	-4%
Adjusted profit before taxes	91.1	90.7	0%	345.6	323.7	7%
Adjusted income tax expense <sup>4</sup>	-19.3	-16.2	-19%	-79.1	-71.2	-11%
Adjusted profit for the period <sup>5</sup>	71.7	74.5	-4%	266.4	252.5	6%
Adjusted EPS, EUR <sup>6</sup>	0.68	0.68	-1%	2.48	2.32	7%

## Q4 commentary:

- Reported sales growth 2%, comparable growth 3%
- EBIT increased driven by actions to improve cost efficiency

1) Excluding IAC of EUR -12.2 million in Q4 2024 (EUR 46.2 million) and EUR -26.5 million in Q1-Q4 2024 (EUR 31.1 million).

2) Excluding IAC of EUR -15.3 million in Q4 2024 (EUR 38.5 million) and EUR -44.7 million in Q1-Q4 2024 (EUR -11.7 million).

3) Excluding IAC of EUR -0.1 million in Q4 2024 (EUR -0.9 million) and EUR -0.4 million in Q1-Q4 2024 (EUR -0.1 million).

4) Excluding IAC of EUR 8.2 million in Q4 2024 (EUR -13.0 million) and EUR 10.5 million in Q1-Q4 2024 (EUR -15.5 million).

5) Excluding IAC of EUR -7.1 million in Q4 2024 (EUR 24.6 million) and EUR -34.6 million in Q1-Q4 2024 (EUR -27.3 million).

6) Excluding IAC of EUR -7.1 million in Q4 2024 (EUR 16.0 million) and EUR -35.1 million in Q1-Q4 2024 (EUR -35.9 million).

# Currency impact turned neutral

	Average rate 2023	Average rate 2024	Change in average rate	Closing rates					Change in closing rate (YoY)
				Q4 23	Q1 24	Q2 24	Q3 24	Q4 24	
USD	1.08	1.08	0%	1.11	1.08	1.07	1.12	1.04	6%
INR	89.31	90.55	-1%	92.45	90.13	89.24	93.38	89.27	3%
GBP	0.87	0.85	3%	0.87	0.86	0.85	0.83	0.83	5%
CNY	7.66	7.79	-2%	7.89	7.82	7.77	7.82	7.62	3%
AUD	1.63	1.64	-1%	1.62	1.66	1.61	1.62	1.68	-3%
THB	37.63	38.19	-1%	38.00	39.38	39.39	36.14	35.64	6%
BRL	5.40	5.82	-8%	5.37	5.40	5.89	6.07	6.48	-21%
NZD	1.76	1.79	-1%	1.75	1.80	1.75	1.76	1.85	-5%
ZAR	19.95	19.84	1%	20.60	20.47	19.66	19.11	19.57	5%
TRY	25.70	35.55	-38%	32.75	34.90	35.17	38.13	36.89	-13%
EGP	33.17	48.97	-48%	34.20	51.13	51.41	53.99	52.91	-55%

## Foreign currency translation impact

### Q4 2024

(EUR million)

Net sales

**-2**

EBIT

**-0**

### Q1-Q4 2024

(EUR million)

Net sales

**-37**

EBIT

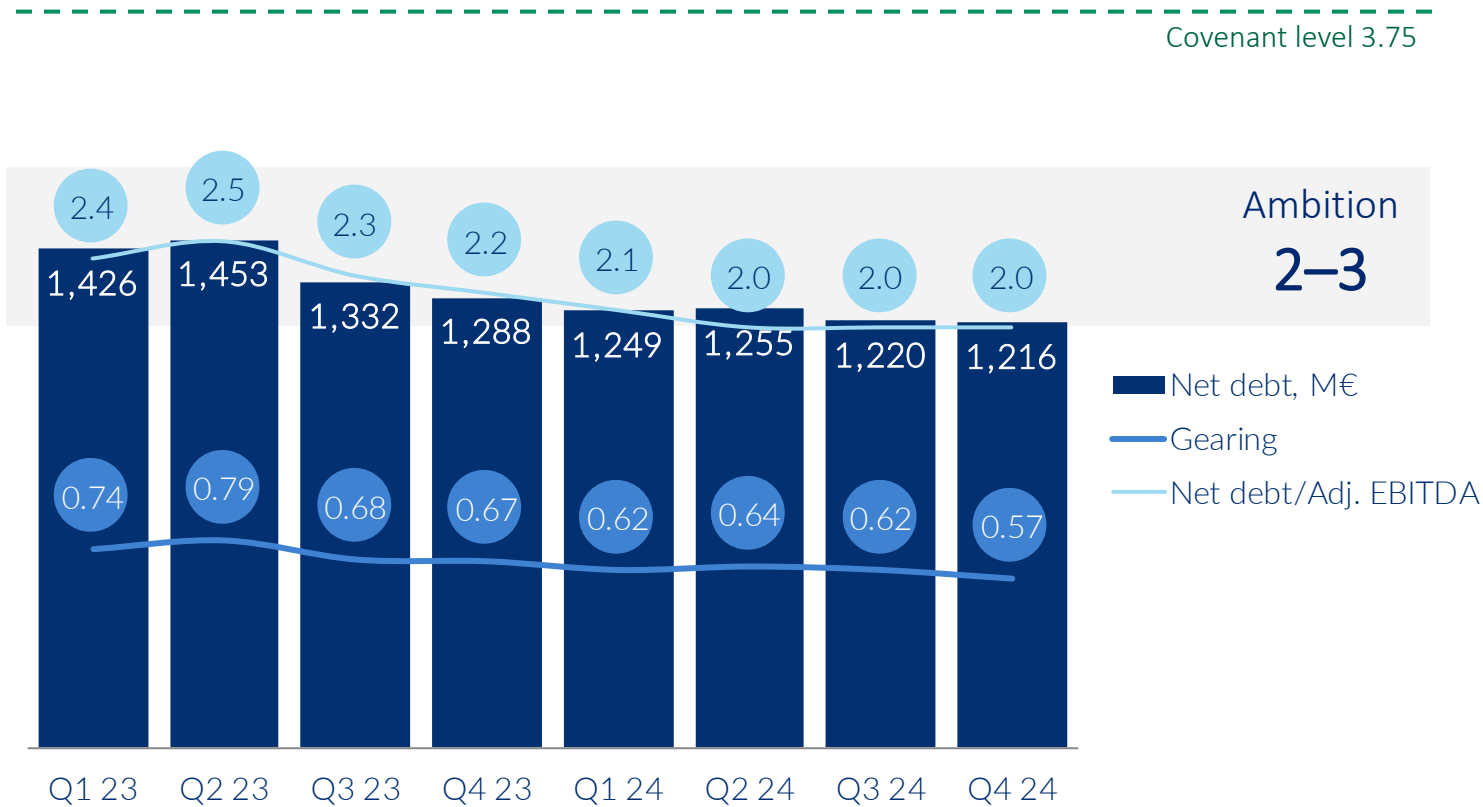
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Please note: Income statement is valued on average rate, balance sheet on closing rate.



# Net debt to adjusted EBITDA stable at 2.0

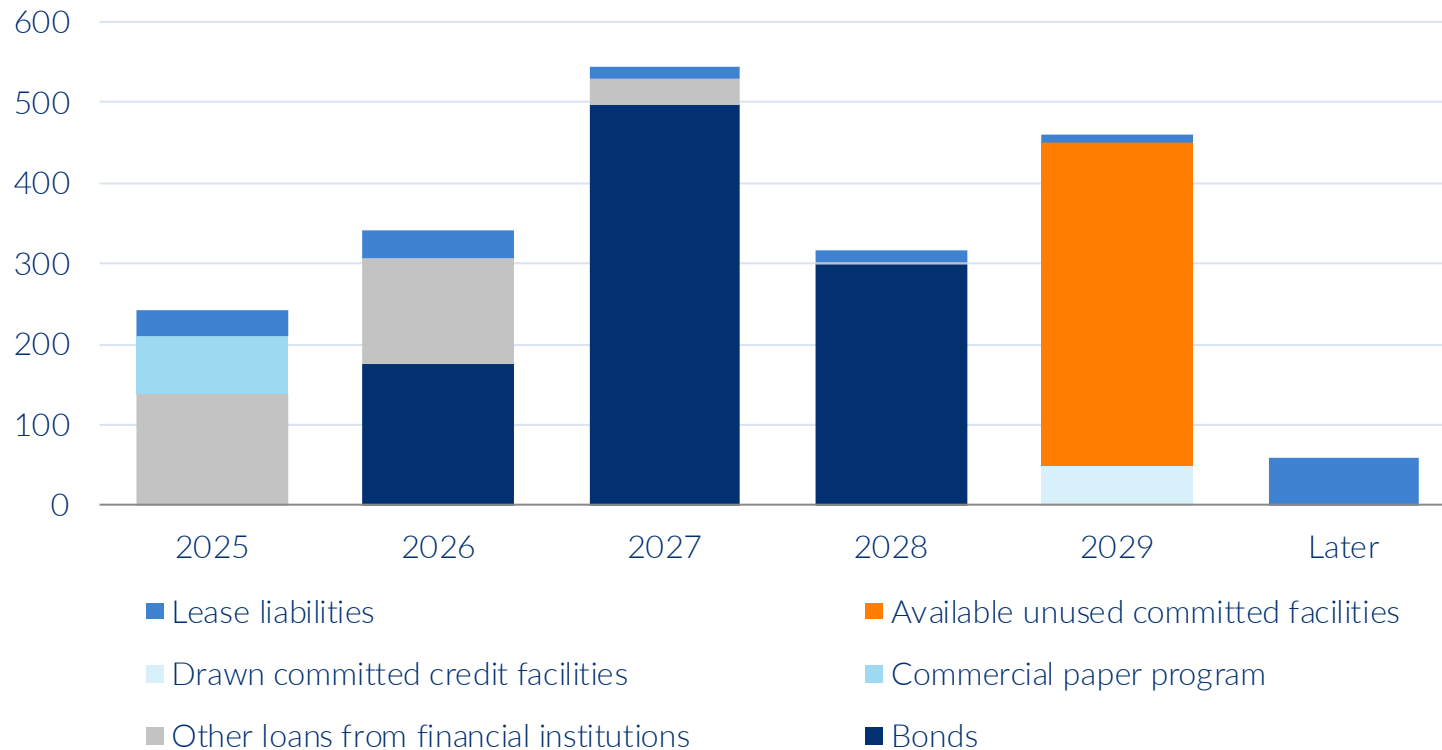
Net debt, net debt/adj. EBITDA and gearing



- Net debt/Adj. EBITDA at 2.0
- At the end of Q4 2024:
  - Cash and cash equivalents EUR 317 million
  - Unused committed credit facilities available EUR 402 million
- Net debt EUR 1,216 million

# Loan maturities

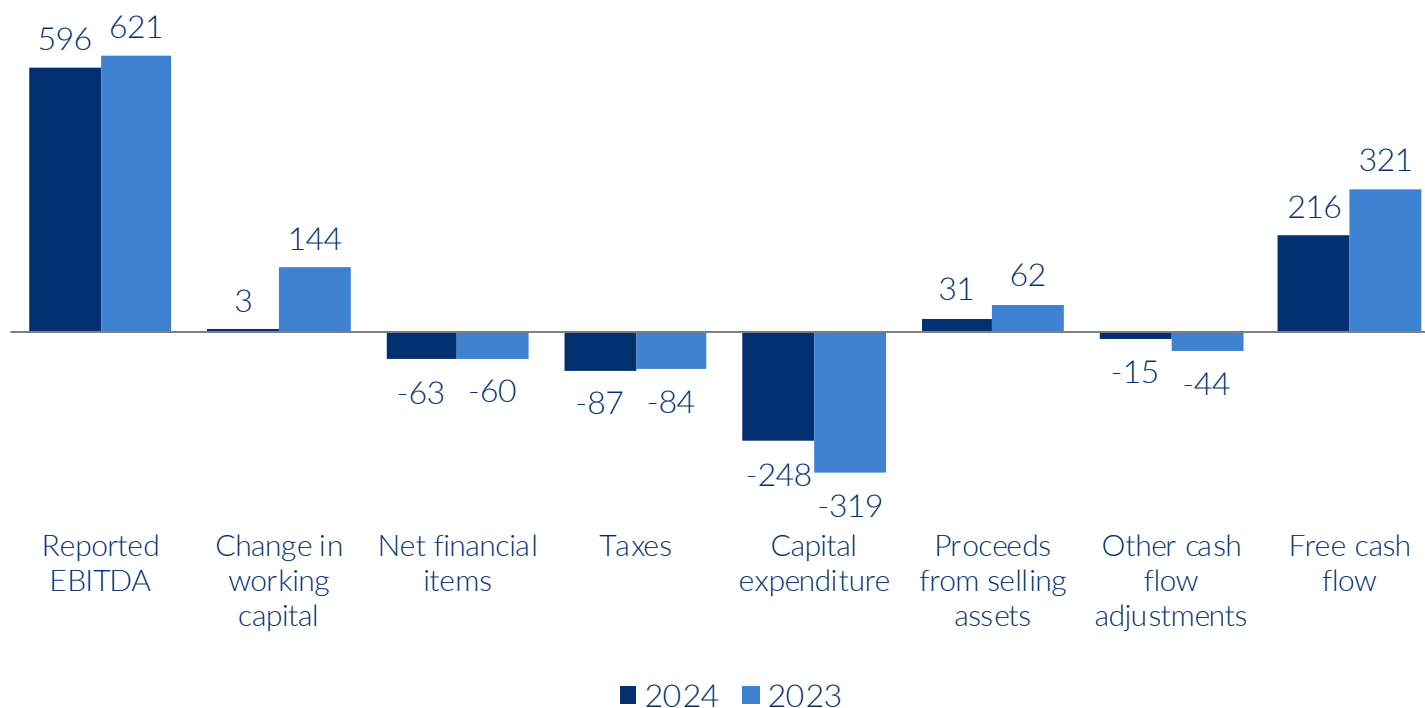
Debt maturity structure December 31, 2024  
(EUR million)



- Average maturity 3.1 years at the end of 2024 (2.9 at the end of 2023)
- EUR 100 million bond was repaid in October 2024 with existing cash
- EUR 450 million, 5-year, multi-currency revolving credit facility loan agreement signed in November

# Cash flow behind the 2023 level, driven by the change in working capital

Free cash flow bridge  
(EUR million)



Cash flow supported by lower capex

Strong comparison period figures in 2023 due to

- change in working capital, driven by raw material prices
- proceeds from selling assets

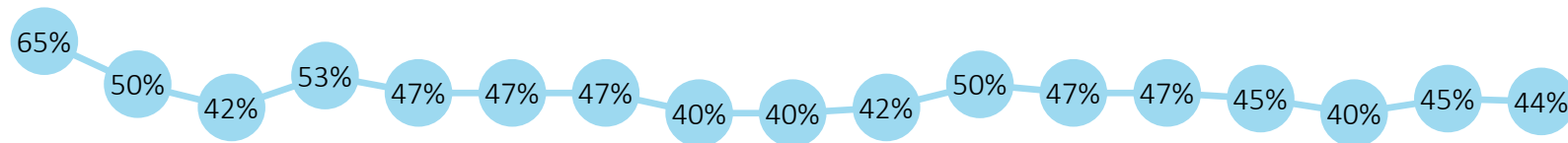
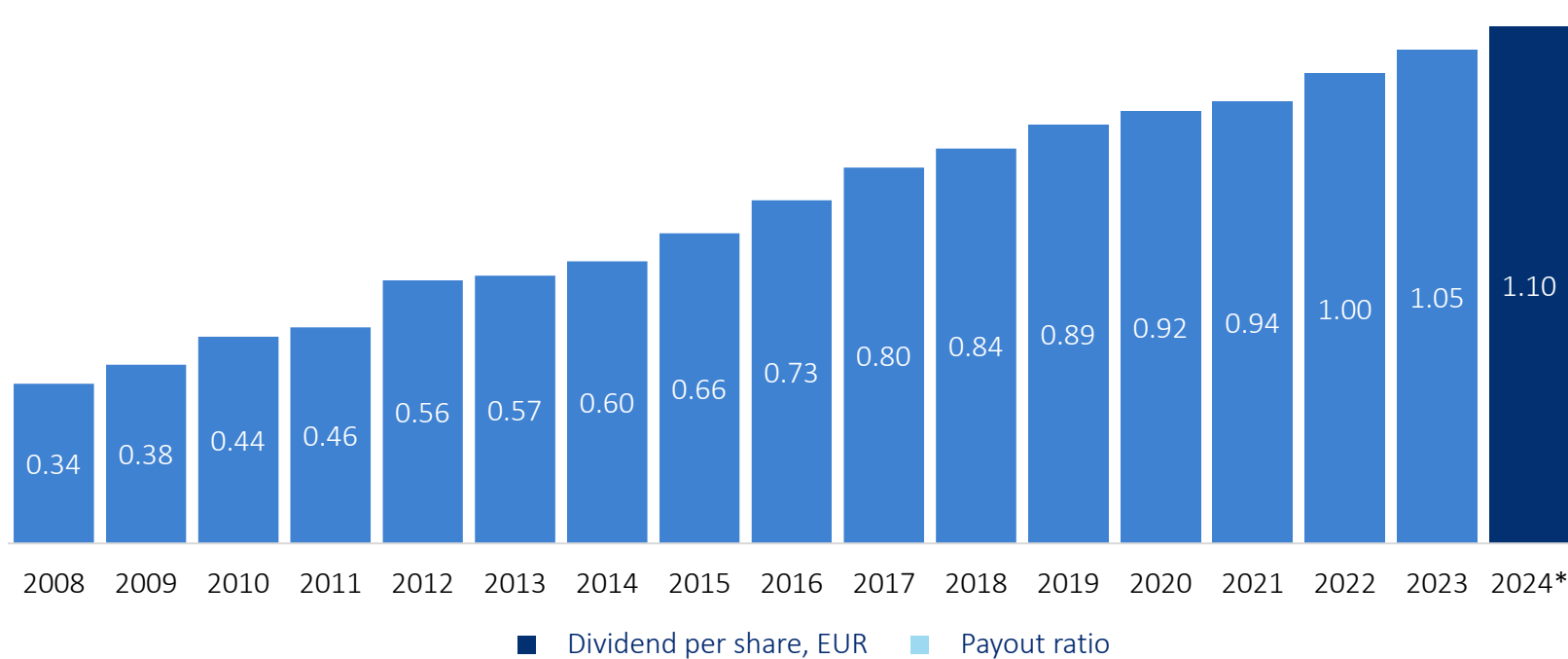
# Financial position continued to improve

<i>MEUR</i>	Dec 2024	Dec 2023
Total assets	4,894	4,665
Working capital	546	570
Net debt	1,216	1,288
Equity & non-controlling interest	2,124	1,925
Gearing	0.57	0.67
Adjusted ROI <sup>1</sup>	12.1%	11.2%
Adjusted ROE <sup>1</sup>	13.4%	13.2%

- Working capital down
- Net debt and gearing decreased
- Adjusted ROI improved

1) Excluding IAC.

# The Board of Directors' dividend proposal would mean the 16<sup>th</sup> consecutive year of dividend growth



	2024*	2023	Change
Adjusted EPS	2.48	2.32	7%
Dividend per share	1.10	1.05	5%
Payout ratio	44%	45%	
Share price on Dec 31	34.18	36.73	-7%
Dividend yield	3.2%	2.9%	

**40-50%**  
dividend pay-out ratio

\*Based on the BoD proposal

# Progress towards long-term financial ambitions

	2017	2018	2019	2020	2021	2022	2023	2024	Long-term ambition
Comparable net sales growth	3%	5%	6%	-2%	7%	15%	-2%	-0%	5-6%
Adjusted EBIT margin	9.0%	8.1%	8.6%	9.1%	8.8%	8.8%	9.4%	10.1%	10-12%
Adj. ROI	13.6%	11.6%	12.3%	11.7%	11.3%	11.0%	11.2%	12.1%	13-15%
Net debt/Adj. EBITDA	1.8	2.3	2.0	1.8	3.1	2.5	2.2	2.0	2-3
Dividend payout ratio	42 %	50 %	47 %	47 %	45 %	40 %	45 %	44%	40-50%

FY 2018 figures restated for IFRS 16 impact.



# 04 Looking forward

# Outlook for 2025 and short-term risks and uncertainties

## Outlook for 2025

The Group's trading conditions are expected to remain relatively stable during 2025. The good financial position will enable the Group to address profitable growth opportunities.

## Short-term risks and uncertainties

Decline in consumer demand, inflation in key cost items (including raw materials, labor, distribution and energy), availability of raw materials and movements in currency rates are considered to be relevant short-term business risks and uncertainties in the Group's operations. Economic and financial market conditions, as well as a potential geopolitical escalation and natural disasters can also have an adverse effect on the implementation of the Group's strategy and on its business performance and earnings.

# Upcoming events

Week commencing  
March 10, 2025

Annual Report 2024



March 24, 2025

Sustainability results  
2024 call



April 24, 2025

Q1 Interim Report  
AGM



# Disclaimer

Information presented herein contains, or may be deemed to contain, forward-looking statements. These statements relate to future events or Huhtamäki Oyj's or its affiliates' ("Huhtamäki") future financial performance, including, but not limited to, strategic plans, potential growth, expected capital expenditure, ability to generate cash flows, liquidity and cost savings that involve known and unknown risks, uncertainties and other factors that may cause Huhtamäki's actual results, performance or achievements to be materially different from those expressed or implied by any forward-looking statements. By their nature, forward-looking statements involve risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future. Such risks and uncertainties include, but are not limited to: (1) general economic conditions such as movements in currency rates, volatile raw material and energy prices and political uncertainties; (2) industry conditions such as demand for Huhtamäki's products, pricing pressures and competitive situation; and (3) Huhtamäki's own operating and other conditions such as the success of manufacturing activities and the achievement of efficiencies therein as well as the success of pending and future acquisitions and restructurings and product innovations. Future results may vary from the results expressed in, or implied by, forward-looking statements, possibly to a material degree. All forward-looking statements made in this presentation are based on information currently available to the management and Huhtamäki assumes no obligation to update or revise any forward-looking statements. Nothing in this presentation constitutes investment advice and this presentation shall not constitute an offer to sell or the solicitation of an offer to buy any securities or otherwise to engage in any investment activity.

# Thank you.

Contact us at  
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**Huhtamaki**