First Advantage

Q3 2023
EARNINGS PRESENTATION

November 9, 2023

FORWARD-LOOKING STATEMENTS

This presentation contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements reflect our current views with respect to, among other things, our operations and financial performance. Forward-looking statements include all statements that are not historical facts. These forward-looking statements relate to matters such as our industry, business strategy, goals, and expectations concerning our market position, future operations, margins, profitability, capital expenditures, liquidity and capital resources, and other financial and operating information. In some cases, you can identify these forward-looking statements by the use of words such as "anticipate," "assume," "believe," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "future," "will," "seek," "foreseeable," "target," "guidance," the negative version of these words, or similar terms and phrases.

These forward-looking statements are subject to various risks, uncertainties, assumptions, or changes in circumstances that are difficult to predict or quantify. Such risks and uncertainties include, but are not limited to, the following: negative changes in external events beyond our control, including our customers' onboarding volumes, economic drivers which are sensitive to macroeconomic cycles, such as interest rate volatility and inflation, geopolitical unrest, uncertainty in financial markets (including as a result of recent events affecting financial institutions), and the COVID-19 pandemic; our operations in a highly regulated industry and the fact that we are subject to numerous and evolving laws and regulations, including with respect to personal data, data security, and artificial intelligence; inability to identify and successfully implement our growth strategies on a timely basis or at all; potential harm to our business, brand, and reputation as a result of security breaches, cyber-attacks, or the mishandling of personal data; our reliance on third-party data providers; due to the sensitive and privacy-driven nature of our products and solutions, we could face liability and legal or regulatory proceedings, which could be costly and time-consuming to defend and may not be fully covered by insurance; our international business exposes us to a number of risks; the timing, manner and volume of repurchases of common stock pursuant to our share repurchase program; the continued integration of our platforms and solutions with human resource providers such as applicant tracking systems and human capital management systems as well as our relationships with such human resource providers; our ability to obtain, maintain, protect and enforce our intellectual property and other proprietary information; disruptions, outages, or other errors with our technology and network infrastructure, including our data centers, servers, and third-party cloud and internet providers and our migration to the cloud; our indebtedness could adversely affect our ability to raise additional capital to fund our operations, limit our ability to react to changes in the economy or our industry, and prevent us from meeting our obligations; and control by our Sponsor, "Silver Lake" (Silver Lake Group, L.L.C., together with its affiliates, successors, and assignees), and its interests may conflict with ours or those of our stockholders.

For additional information on these and other factors that could cause First Advantage's actual results to differ materially from expected results, please see our Annual Report on Form 10-K for the year ended December 31, 2022, filed with the Securities and Exchange Commission (the "SEC"), as such factors may be updated from time to time in our filings with the SEC, which are accessible on the SEC's website at www.sec.gov. The forward-looking statements included in this presentation are made only as of the date of this presentation, and we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except as required by law.

NON-GAAP FINANCIAL INFORMATION

This presentation contains "non-GAAP financial measures" that are financial measures that either exclude or include amounts that are not excluded or included in the most directly comparable measures calculated and presented in accordance with accounting principles generally accepted in the United States ("GAAP"). Specifically, we make use of the non-GAAP financial measures "Adjusted EBITDA," "Adjusted EBITDA Margin," "Adjusted Net Income," "Adjusted Diluted Earnings Per Share," "Constant Currency Revenues," and "Constant Currency Adjusted EBITDA."

Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Income, Adjusted Diluted Earnings Per Share, Constant Currency Revenues, and Constant Currency Adjusted EBITDA have been presented in this presentation as supplemental measures of financial performance that are not required by or presented in accordance with GAAP because we believe they assist investors and analysts in comparing our operating performance across reporting periods on a consistent basis by excluding items that we do not believe are indicative of our core operating performance. Management believes these non-GAAP measures are useful to investors in highlighting trends in our operating performance, while other measures can differ significantly depending on long-term strategic decisions regarding capital structure, the tax jurisdictions in which we operate, and capital investments. Management uses Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Income, Adjusted Diluted Earnings Per Share, Constant Currency Revenues, and Constant Currency Adjusted EBITDA to supplement GAAP measures of performance in the evaluation of the effectiveness of our business strategies, to make budgeting decisions, to establish discretionary annual incentive compensation, and to compare our performance against that of other peer companies using similar measures. Management supplements GAAP results with non-GAAP financial measures to provide a more complete understanding of the factors and trends affecting the business than GAAP results alone.

Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Income, Adjusted Diluted Earnings Per Share, Constant Currency Revenues, and Constant Currency Adjusted EBITDA are not recognized terms under GAAP and should not be considered as an alternative to net income (loss) as a measure of financial performance or cash provided by (used in) operating activities as a measure of liquidity, or any other performance measure derived in accordance with GAAP. The presentations of these measures have limitations as analytical tools and should not be considered in isolation or as a substitute for analysis of our results as reported under GAAP. Because not all companies use identical calculations, the presentations of these measures may not be comparable to other similarly titled measures of other companies and can differ significantly from company to company.

We define Adjusted EBITDA as net income before interest, taxes, depreciation, and amortization, and as further adjusted for loss on extinguishment of debt, share-based compensation, transaction and acquisition-related charges, integration and restructuring charges, and other non-cash charges. We define Adjusted EBITDA Margin as Adjusted EBITDA divided by total revenues. We define Adjusted Net Income for a particular period as net income before taxes adjusted for debt-related costs, acquisition-related depreciation and amortization, share-based compensation, transaction and acquisition-related charges, integration and restructuring charges, and other non-cash charges, to which we then apply the related effective tax rate. We define Adjusted Diluted Earnings Per Share as Adjusted Net Income divided by adjusted weighted average number of shares outstanding—diluted. We define Constant Currency Revenues as current period revenues translated using prior-year period exchange rates. We define Constant Currency Adjusted EBITDA as current period Adjusted EBITDA translated using prior-year period exchange rates. For reconciliations of these non-GAAP financial measures to the most directly comparable GAAP measures, see the reconciliations included at the end of this presentation. Numerical figures included in the reconciliations have been subject to rounding adjustments. Accordingly, numerical figures shown as totals in various tables may not be arithmetic aggregations of the figures that precede them.

First Advantage

COMPANY OVERVIEW & Q3 2023 HIGHLIGHTS

Scott Staples

Chief Executive Officer

COMPANY SNAPSHOT & HIGHLIGHTS

LEADING GLOBAL PROVIDER OF EMPLOYMENT BACKGROUND SCREENING AND VERIFICATION SOLUTIONS

OUR MARKET

$13B Total Addressable Market

$7B of Whitespace and Attractive Growth

OUR CUSTOMERS

33K	100M+	50%+	97%	13 Year
Customers	Screens	of Fortune 100 and ~33% Fortune 500[1]	Gross Retention Rate	Average Tenure for Top 100 Customers

OUR TECHNOLOGY

1	935+	3,000+	745M+	75+
Core Global Platform	Automated and / or Integrated Data Providers	Robotic Process Automation Bots Currently Deployed	Records in Proprietary Databases (as of 9/30/23)	Human Capital Management Software Integrations

OUR LTM Q3 2023 FINANCIALS

$774M	$240M	31.0%	1.7x	$176M
Revenues 87% Americas 13% International	Adjusted EBITDA[2]	Adjusted EBITDA Margin[2]	Net Leverage Ratio[2]	Cash Flow From Operations

Note: All metrics are approximate; "our customers" and "our technology" metrics are as of December 31, 2022, unless otherwise noted.
1. Represents customers using one or more First Advantage services.
2. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA and Adjusted EBITDA Margin to their most directly comparable respective GAAP measures. Net leverage calculated as (Debt – Cash and Cash Equivalents – Short-term Investments) / LTM Adjusted EBITDA.

First Advantage

Q3 2023 KEY BUSINESS HIGHLIGHTS

$200.4M	Revenues
$64.8M	Adjusted EBITDA[1]
32.3%	Adjusted EBITDA Margin[1]
$0.28	Adjusted Diluted EPS[1]
$34.4M	Operating Cash Flow

Investing in AI, Technology, Data, and Automation

- Enables innovative, faster, and easier solutions for customers and applicants
- Fuels long-term profitable growth and Adjusted EBITDA Margin expansion
- Enhances customer value proposition and drives sustainable competitive advantage
- AI-enabled solutions include SmartHub™, Customer Care Click. Chat. Call support platform, next generation Profile Advantage®, and Instant Employment Verification service

Building on Established, Solid Foundation Through M&A

- Acquired Infinite ID, a U.S.-based digital identity solutions company, for $41M, funded with cash from the balance sheet
- Fuels product innovation and supports digital strategy

Maintaining Balanced Capital Allocation Strategy

- Paid one-time special dividend of $1.50 per share using ~$218M of cash from the balance sheet; represented a greater than 10% return of capital to shareholders
- Continued share repurchases, using cash to buy back $3.6M of common stock, or ~245K shares
- Extended existing share repurchase authorization for one year to December 2024

Growing Proprietary Databases

- First Advantage databases, in aggregate, now have 745M+ records
    - Verified!® database has 105M+ records
    - National Criminal Records File database has 640M+ records

Managing Uncertain Macro Environment

- Job openings to unemployment numbers remain relatively high by historical standards, hires have been stable, and quits, particularly as it relates to the salaried workforce, have been slowly decreasing
- U.S. consumer confidence remains above last year's levels and consumer spending remains robust
- Mitigated in part by higher interest rates and higher unemployment

1. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, and Adjusted Diluted Earnings Per Share to their most directly comparable respective GAAP measures.

FINANCIAL RESULTS & OUTLOOK

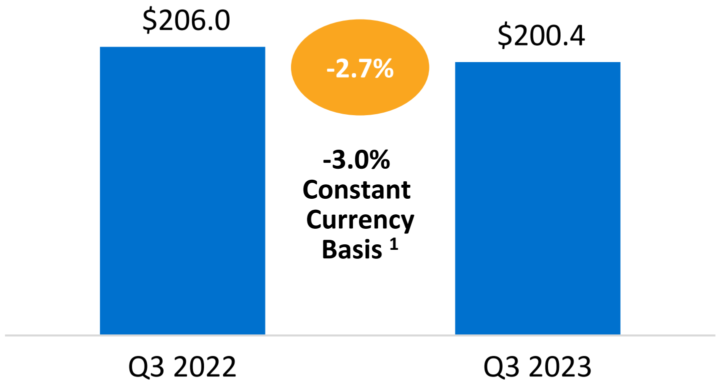
David Gamsey

EVP, Chief Financial Officer

Q3 2023 FINANCIAL RESULTS

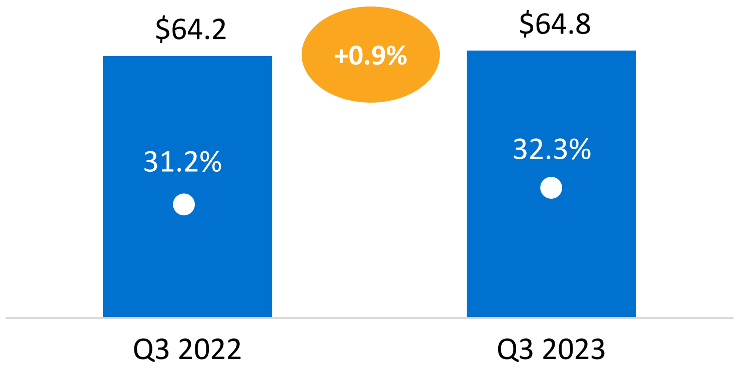
($ in millions, except per share data and percentages)

REVENUES



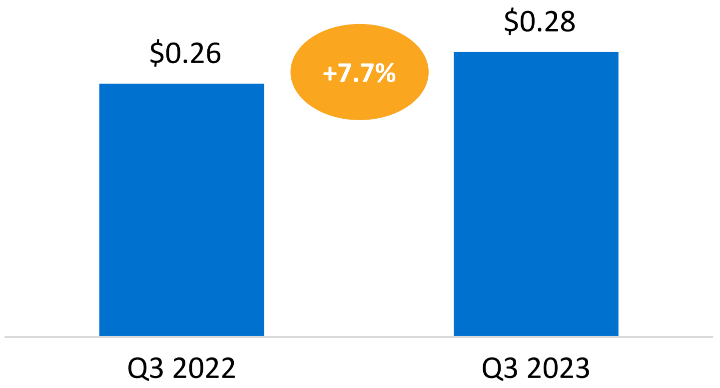
- Q3 2023 revenues improved sequentially and were in-line with our expectations
- Americas segment held up well, attributable to our broad-based, resilient, enterprise customer base
- International softness due primarily to weakness in India and APAC; more resilient European operations
- Organic constant currency revenue decline of 3.4%
  - Currency impact to revenues of $498K
  - Acquisition-related revenues of $851K

ADJUSTED EBITDA AND MARGIN [1]



- Adjusted EBITDA Margin of 32.3% was slightly ahead of our expectations
- Q3 2023 Adjusted EBITDA Margin increased 110bps over prior year and increased 210bps sequentially
- Highly variable, flexible cost structure and disciplined approach to managing costs remain key differentiators
- Recognizing returns on investments in automation

ADJUSTED DILUTED EARNINGS PER SHARE [1]

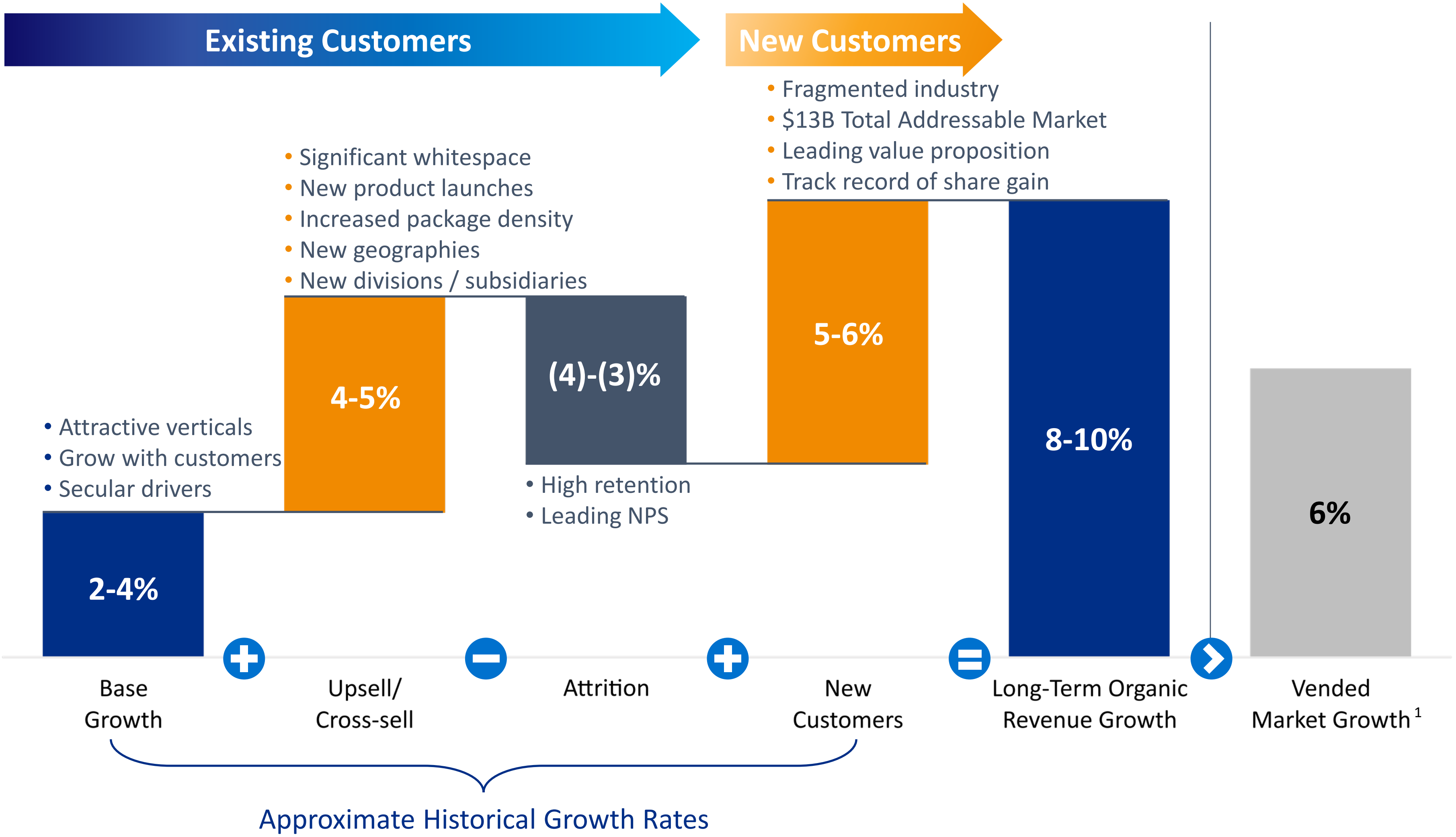


- Adjusted Diluted EPS increased YoY due to the increase in Adjusted EBITDA and the effectiveness of our share repurchase program

1. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Diluted Earnings Per Share, and Constant Currency Revenues to their most directly comparable respective GAAP measures.

First Advantage

LONG-TERM REVENUE GROWTH TARGET SUPPORTED BY HISTORICAL PERFORMANCE OF GROWTH ALGORITHM



Key Organic Growth Drivers:

Continued focus on automation and technology

Strong track record of innovation

Expertise in human capital

Additional Growth Opportunities:

Strategic M&A

Expansion into diverse end markets and geographies

1. Reflects vended market growth rate over the next three years (through 2026).

Note: Percentages subject to rounding.

First Advantage

REVENUE GROWTH ALGORITHM PERFORMANCE

(Year-over-year revenue performance)	Q4 '22	Q1 '23	Q2 '23	Q3 '23
Upsell / Cross Sell	4%	5%	4%	4%
New Logos	4%	4%	5%	5%
Attrition	(2%)	(3%)	(3%)	(3%)
Base Growth	(8%)	(13%)	(13%)	(9%)

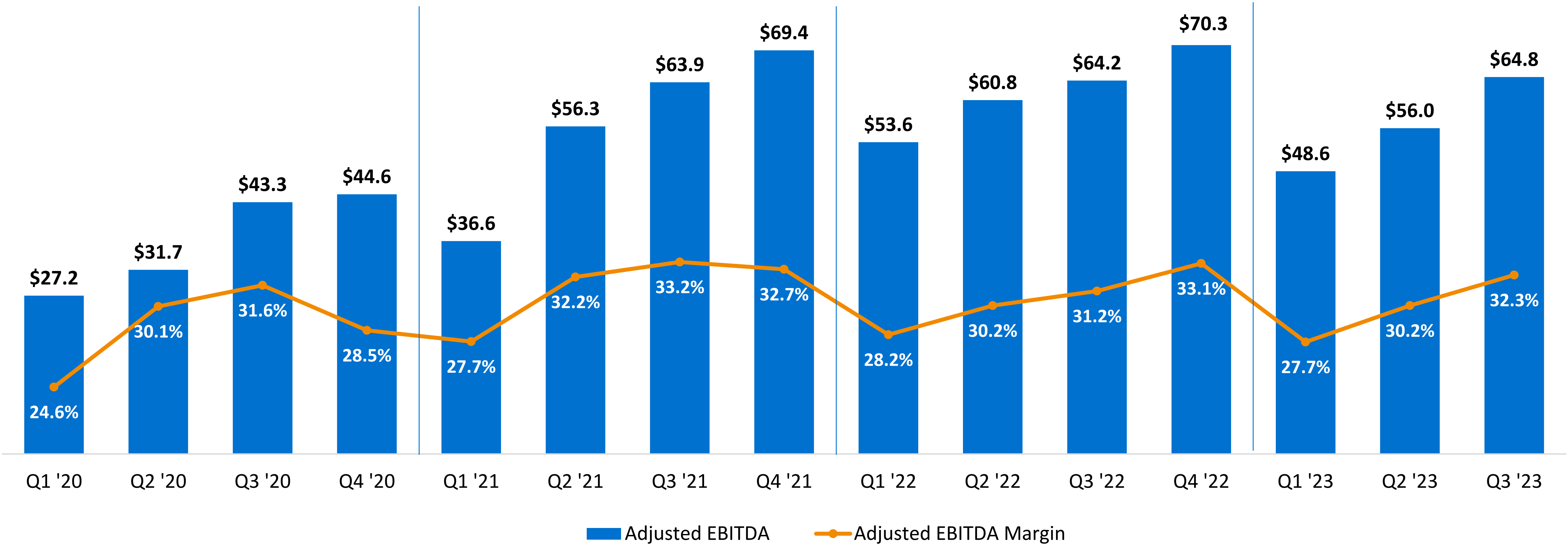
	Q4 '22	Q1 '23	Q2 '23	Q3 '23
3-Year Historical LTM CAGR:				
Organic Revenue	17%	17%	18%	17%
Adjusted EBITDA	26%	25%	24%	21%

CONSISTENT TRACK RECORD OF INDUSTRY LEADING ADJUSTED EBITDA MARGINS

($ in millions)

Adjusted EBITDA and Margin [1,2]

3-Year LTM AEBITDA CAGR 21.4%



1. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA and Adjusted EBITDA Margin to their most directly comparable respective GAAP measures.
2. Q1'20 is presented on a pro forma basis for the Silver Lake Transaction and the related refinancing. See appendix for pro forma reconciliation.

First Advantage

BALANCE SHEET STRENGTH PROVIDES FLEXIBILITY

CLEAR AND CONSISTENT CAPITAL ALLOCATION PRIORITIES

Continue to Invest in Organic Growth

- Technology and automation
- Product innovation
- Sales initiatives

Pursue Strategic M&A Opportunities

5 acquisitions in 2+ years

- Vertical capabilities
- Geographic expansion
- Technology and/or data

Return Capital to Shareholders

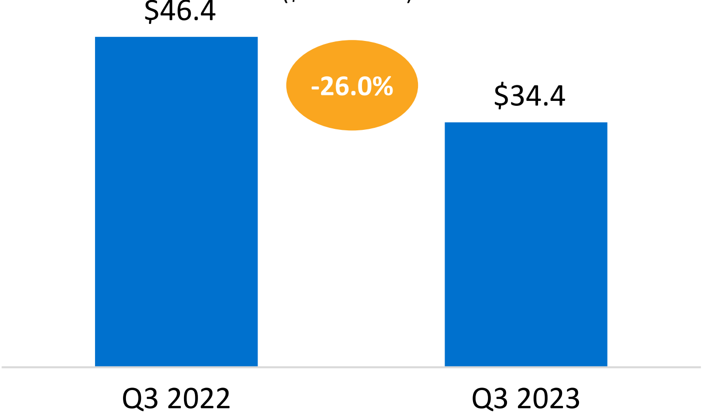
- Ongoing repurchases of common stock[1]
  - Q3 2023: ~245K shares for ~$3.6M
  - Since Aug '22: ~9.0M shares for ~$118M
  - ~$82M balance remaining under current authorization, which has been extended by one year to 12/24
- One-time special dividend of $1.50 per share; ~$218M paid on 8/31/23; represented >10% return of capital to shareholders

SIGNIFICANT CASH FLOW GENERATION

- Cash flow from operations declined year-over-year primarily due to higher cash taxes paid and a temporary increase in working capital that we expect will normalize in Q4
- Variable and flexible cost structure enables strong cash flow conversion
- Cash generation enhanced by low net leverage
- Year-to-date cash flow from operations of $106.1M

CASH FLOW FROM OPERATIONS

($ in millions)



MODEST NET LEVERAGE

- Net leverage[2] of 1.7x at 9/30/23
- Robust balance sheet, strong cash flow, and ample dry powder support organic and inorganic investments as well as return of capital to shareholders
- Total available liquidity of $267M

($ in millions)

Debt	$565
Cash[3]	$167
LTM Adjusted EBITDA[4]	$240
Net Leverage[2]	**1.7x**

1. Share repurchase authorization effective August 2022; balances reflect shares repurchased through 11/6/23.
2. Net leverage calculated as (Debt – Cash and Cash Equivalents – Short-term Investments) / LTM Adjusted EBITDA.
3. Cash includes Cash and Cash Equivalents of $165M and Short-term Investments of $2M.
4. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA to its most directly comparable GAAP measure.

First Advantage

REAFFIRMING FULL YEAR 2023 GUIDANCE

- Expect results at low end of guidance ranges given current hiring environment and expectations that existing macroeconomic conditions and similar labor market trends will continue through the end of fiscal year 2023
- Guidance ranges have not been adjusted upward or downward for the impact of the one-time special dividend or the contribution from Infinite ID, acquired in September 2023

($ in millions, except per share data)	FY 2023 Guidance	Y/Y % Growth
Revenues	$770 to $810	-5% to 0%
Adjusted EBITDA	$240 to $255	-4% to +2%
Adjusted Net Income	$145 to $155	-7% to -1%
Adjusted Diluted Earnings Per Share	$1.00 to $1.07	-3% to +4%

Note:

- Actual results may differ materially from First Advantage's Full-Year 2023 Guidance as a result of, among other things, the factors described under "Forward-Looking Statements" in this presentation.
- A reconciliation of the foregoing guidance for the non-GAAP metrics of (i) Adjusted EBITDA and Adjusted Net Income to GAAP net income and (ii) Adjusted Diluted Earnings Per Share to GAAP diluted earnings per share cannot be provided without unreasonable effort because of the inherent difficulty of accurately forecasting the occurrence and financial impact of the various adjusting items necessary for such reconciliation that have not yet occurred, are out of our control, or cannot be reasonably predicted. For the same reasons, the Company is unable to assess the probable significance of the unavailable information, which could have a material impact on its future GAAP financial results.
- "Y/Y% Growth" column compares "FY 2023 Guidance" column to FY 2022 results of $810M Revenues, $249M Adjusted EBITDA, $156M Adjusted Net Income, and $1.03 Adjusted Diluted Earnings Per Share.
- Selected modeling assumptions include capital expenditures, including capitalized software development costs of ~$30M; net interest expense, excluding amortization of financing fees and fair value gains/(losses) from interest rate swaps of ~$20M; depreciation and amortization excluding intangible amortization of ~$27M; negative foreign currency impact on Revenues of ~$2.5M; negative foreign currency impact on Adjusted EBITDA of ~$0.5M; cash income tax payments of ~$32M; adjusted effective tax rate of ~24.5%; fully diluted shares outstanding of ~146M; impact of lower interest income after funding one-time special dividend on Adjusted Net Income of $(2.7)M and Adjusted Diluted Earnings Per Share of $(0.02).

CLOSING REMARKS

Scott Staples

Chief Executive Officer

KEY STRATEGIC FOCUS AREAS DRIVING GROWTH & INDUSTRY LEADERSHIP

INVESTMENT HIGHLIGHTS

1. A global leader in a large, fragmented, and growing market

2. Diversified enterprise-focused customer base across attractive industry verticals with focus on high volume hiring

3. Digital technology, automation, and machine learning enabling customers to hire smarter and onboard faster

4. Strong cash flow generation driven by revenue growth and superior margins from attractive and resilient financial model

5. Differentiated and embedded proprietary technology providing customers with mission-critical products and solutions

6. Proprietary databases extending competitive advantage through product leadership, faster turnaround times, and cost efficiencies

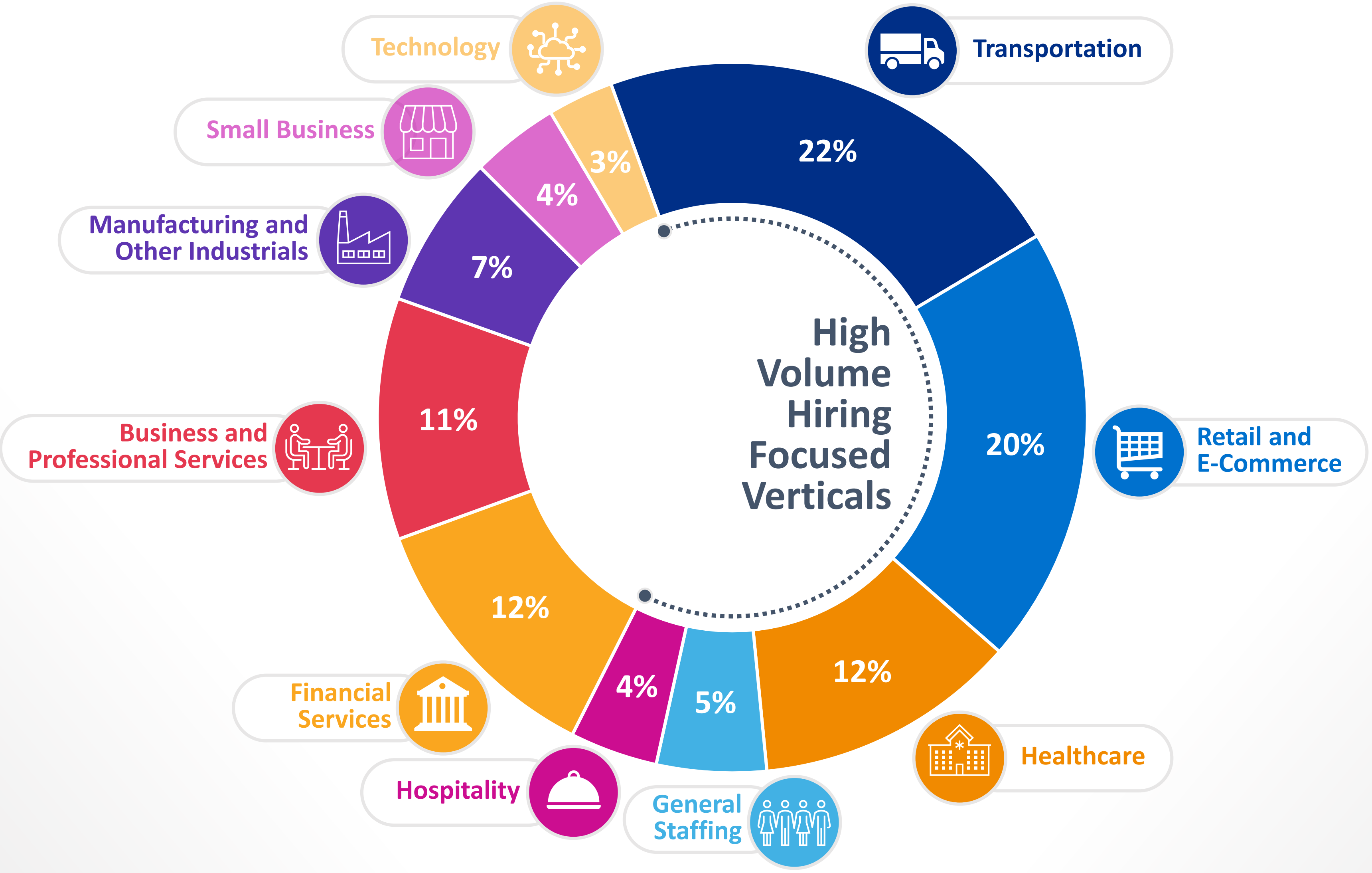
7. Long-term opportunities from changing hiring behaviors and dynamics, along with our product innovation, is expected to support long-term sustainable growth

First Advantage

APPENDIX

Supplemental Materials and Reconciliations to GAAP Measures

FY 2022 REVENUE BREAKDOWN BY VERTICAL



Note: Represents each vertical as an approximate percentage of FY 2022 total revenues.

PURPOSEFUL GROWTH THROUGH M&A

2021			2022	2023
U.K. Screening Business of GBG	Corporate Screening	MultiLatin Background Screening	First Advantage Form i-9 Compliance	InfiniteID
U.K.	*U.S.*	*Latin America*	*U.S.*	*U.S. (September 2023)*
$7.6M purchase price	*$39.4M purchase price*	*$2.1M purchase price*	*$19.8M purchase price*	*$41.0M purchase price*
Geographic Expansion	*Vertical Capabilities*	*Geographic Expansion*	*Product Suite Expansion*	*Vertical Capabilities and Product Suite Expansion*

STRATEGIC AND FINANCIAL CRITERIA

- Vertical Capabilities
- Geographic Expansion
- Technology and/or Data
- Generative of High Returns
- Accretive to Core Growth Strategy

Strong Capital Profile Allowing For Scaling Of Core Business And New Market Expansion

DEDICATED TO OUR SUSTAINABILITY EFFORTS

Our commitments to advancing sustainability are through a lens of enhancing stakeholder value while continuing to be a responsible corporate citizen, an employer of choice, and a leader in the ethical treatment of a diverse employee base

	Key Focus Areas	Recent Highlights
E	Resource Use & Waste Reduction Systems & Energy Efficiency Footprint Intentionality Supplier Environmentalism Climate Risk & Monitoring	• Began gathering sustainability-related data, including environmental metrics, using third-party tool • Disclosed SASB- and TCFD-aligned data in 2022 Sustainability Report
S	Diversity, Equity & Inclusion Employee Health & Wellbeing Employee Engagement Corporate Culture & Reputation Community Action & Participation	• Focused on DE&I: added two employee resource groups, added employee training • Provided opportunities for mentorship, community impact, and volunteerism • Increased work-life balance resources
G	Good Governance Supply Chain Governance Financial Health & Performance Cybersecurity & Data Privacy Compliant & Ethical Conduct	• Enhanced Global Code of Conduct and Ethics • Expanded cybersecurity program and protections • Published Corporate Responsibility and Sustainability Policy in August 2023

LONG-TERM ORGANIC GROWTH TARGETS [1]

	Long-Term Organic Targets	Key Drivers
Revenues Growth	8 – 10%	• Proven growth formula – Existing customer base growth – Upsell / cross-sell to existing customers – New customer wins – Net of existing customer attrition • Performance track record • Identified market opportunity • M&A incremental to target
Adjusted EBITDA Growth	11 – 14%	• Growth in revenues • Continued automation • Further operating efficiencies
Adjusted Net Income Growth	14 – 18%	• Above factors • Leveraging non-operating expenses

1. Actual results may differ materially from First Advantage's long-term targets as a result of, among other things, the factors described under "Forward-Looking Statements" in this presentation.

ADJUSTED EBITDA

	Predecessor	Successor															
	Period Ended	Period Ended	For the Quarters Ended														LTM
	Jan 31, 2020	Mar 31, 2020	Jun 30, 2020	Sep 30, 2020	Dec 31, 2020	Mar 31, 2021	Jun 30, 2021	Sep 30, 2021	Dec 31, 2021	Mar 31, 2022	Jun 30, 2022	Sep 30, 2022	Dec 31, 2022	Mar 31, 2023	Jun 30, 2023	Sep 30, 2023	Sep 30, 2023
(in thousands)	Q1	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q3
Net (loss) income	$ (36,530)	$ (21,814)	$ (16,366)	$ (3,452)	$ (5,860)	$ (19,389)	$ 3,770	$ 16,285	$ 15,385	$ 13,013	$ 14,236	$ 17,209	$ 20,146	$ 1,925	$ 9,782	$ 10,773	$ 42,626
Interest expense (income), net	4,489	12,830	13,663	11,630	9,261	6,717	10,452	4,706	3,097	(850)	3,112	1,740	5,197	8,681	3,887	7,557	25,322
(Benefit) provision for income taxes	(871)	(4,920)	(3,499)	(2,889)	(47)	(4,435)	3,063	3,397	6,837	4,935	5,432	6,709	3,399	681	3,968	4,881	12,929
Depreciation and amortization	2,105	24,487	36,572	36,756	37,242	34,763	35,918	35,812	36,322	34,034	34,407	34,744	35,061	31,866	32,056	32,419	131,402
Loss on extinguishment of debt	10,533	—	—	—	—	13,938	—	—	—	—	—	—	—	—	—	—	—
Share-based compensation	3,976	281	520	530	545	562	2,664	1,343	4,961	1,859	1,943	2,022	2,032	2,058	3,601	4,790	12,481
Transaction and acquisition-related charges [(a)]	22,840	9,446	76	56	568	3,984	382	2,144	2,804	1,498	1,179	1,908	1,433	1,071	1,190	1,571	5,265
Integration, restructuring, and other charges [(b)]	480	(121)	689	656	2,936	450	73	257	32	(889)	525	(144)	3,020	2,278	1,487	2,800	9,585
Adjusted EBITDA	**$ 7,022**	**$ 20,189**	**$ 31,655**	**$ 43,287**	**$ 44,645**	**$ 36,590**	**$ 56,322**	**$ 63,944**	**$ 69,438**	**$ 53,600**	**$ 60,834**	**$ 64,188**	**$ 70,288**	**$ 48,560**	**$ 55,971**	**$ 64,791**	**$ 239,610**
Revenues	36,785	74,054	104,993	136,778	156,544	132,070	174,826	192,867	212,532	189,881	201,561	205,986	212,595	175,520	185,315	200,364	773,794
Net (loss) income margin	**(99.3)%**	**(29.5)%**	**(15.6)%**	**(2.5)%**	**(3.7)%**	**(14.7)%**	**2.2%**	**8.4%**	**7.2%**	**6.9%**	**7.1%**	**8.4%**	**9.5%**	**1.1%**	**5.3%**	**5.4%**	**5.5%**
Net (loss) income Year/Year Growth	**n/a**	**n/a**	**(252.7)%**	**(129.8)%**	**(167.0)%**	**(54.4)%**	**(123.0)%**	**(571.8)%**	**(362.5)%**	**(167.1)%**	**277.6%**	**5.7%**	**30.9%**	**(85.2)%**	**(31.3)%**	**(37.4)%**	**(28.8)%**
Adjusted EBITDA Margin	**19.1%**	**27.3%**	**30.1%**	**31.6%**	**28.5%**	**27.7%**	**32.2%**	**33.2%**	**32.7%**	**28.2%**	**30.2%**	**31.2%**	**33.1%**	**27.7%**	**30.2%**	**32.3%**	**31.0%**
Adjusted EBITDA Year/Year Growth	**n/a**	**n/a**	**(5.1)%**	**29.2%**	**40.3%**	**34.5%**	**77.9%**	**47.7%**	**55.5%**	**46.5%**	**8.0%**	**0.4%**	**1.2%**	**(9.4)%**	**(8.0)%**	**0.9%**	**(3.4)%**

(a) Represents charges incurred related to acquisitions and similar transactions, primarily consisting of change in control-related costs, professional service fees, and other third-party costs. Also includes incremental professional service fees incurred related to the initial public offering, subsequent one-time compliance efforts, the registered common stock offering by certain selling stockholders in November 2021, and a transaction bonus expense related to one of the Company's 2021 acquisitions.

(b) Represents charges from organizational restructuring and integration activities, non-cash, and other charges primarily related to nonrecurring legal exposures, foreign currency (gains) losses, and (gains) losses on the sale of assets.

ADJUSTED EBITDA
(Q1 2020 Pro Forma for Silver Lake Transaction)

(in thousands)	Predecessor Period Ended Jan 31, 2020 Q1	Successor Period Ended Mar 31, 2020 Q1	Pro Forma Adjustments for the Three Months Ended Mar 31, 2020	Pro Forma Three Months Ended Mar 31, 2020
Net (loss) income	$ (36,530)	$ (21,814)	$ 15,778	$ (42,566)
Interest expense, net	4,489	12,830	2,130	19,449
(Benefit) provision for income taxes	(871)	(4,920)	5,457	(334)
Depreciation and amortization	2,105	24,487	9,538	36,130
Loss on extinguishment of debt	10,533	—	(10,533)	—
Share-based compensation	3,976	281	—	4,257
Transaction and acquisition-related charges [a]	22,840	9,446	(22,370)	9,916
Integration, restructuring, and other charges [b]	480	(121)	—	359
Adjusted EBITDA	**$ 7,022**	**$ 20,189**	**$ —**	**$ 27,211**
Revenues	36,785	74,054	—	110,839
Net income (loss) margin	**(99.3)%**	**(29.5)%**	**—**	**(38.4)%**
Net income (loss) Year/Year Growth	**n/a**	**n/a**	**n/a**	**(1431.9)%**
Adjusted EBITDA Margin	**19.1%**	**27.3%**	**—**	**24.6%**
Adjusted EBITDA Year/Year Growth	**n/a**	**n/a**	**n/a**	**8.4%**

(a) Represents charges incurred related to acquisitions and similar transactions, primarily consisting of change in control-related costs, professional service fees, and other third-party costs.

(b) Represents charges from organizational restructuring and integration activities, non-cash, and other charges primarily related to nonrecurring legal exposures, foreign currency (gains) losses, and (gains) losses on the sale of assets.

To facilitate comparability, we present the combination of consolidated results for three months ended March 31, 2020, consisting of the Successor consolidated results from February 1, 2020 to March 31, 2020, the Predecessor consolidated results for the period from January 1, 2020 to January 31, 2020 and certain pro forma adjustments that give effect to the Silver Lake Transaction and the related refinancing as if it had occurred on January 1, 2020. The pro forma information above has been prepared on a basis consistent with Article 11 of Regulation S-X, but does not constitute Article 11 pro forma information because it only presents the pro forma, reflecting the Silver Lake Transaction and the related refinancing as if they had occurred as of January 1, 2020.

CONSTANT CURRENCY REVENUES

(in thousands)	For the Quarter Ended Sep 30, 2023							
	Americas		International		Elimininations		Total revenues	
Revenues, as reported (GAAP)	$	176,046	$	25,805	$	(1,487)	$	200,364
Foreign currency translation impact [a]		(83)		(434)		19		(498)
Constant currency revenues	**$**	**175,963**	**$**	**25,371**	**$**	**(1,468)**	**$**	**199,866**
Inorganic revenues		851		—		—		851
Organic constant currency revenues	**$**	**175,112**	**$**	**25,371**	**$**	**(1,468)**	**$**	**199,015**
Organic constant currency revenues growth		(0.6)%		(19.8)%		(15.3)%		(3.4)%

(a) Constant currency revenue is calculated by translating current period amounts using prior-year period exchange rates.

CONSTANT CURRENCY ADJUSTED EBITDA

(in thousands)	For the Quarter Ended Sep 30, 2023 Q3	
Adjusted EBITDA, as reported	$	64,791
Foreign currency translation impact [a]		(61)
Constant currency Adjusted EBITDA	**$**	**64,730**

(a) Constant currency Adjusted EBITDA is calculated by translating current period amounts using prior-year period exchange rates.

ADJUSTED NET INCOME

(in thousands)	For the Quarters Ended Sep 30, 2022 Q3		For the Quarters Ended Sep 30, 2023 Q3	
Net income	$	17,209	$	10,773
Provision for income taxes		6,709		4,881
Income before provision for income taxes		23,918		15,654
Debt-related charges[a]		(3,545)		2,532
Acquisition-related depreciation and amortization[b]		28,927		25,660
Share-based compensation		2,022		4,790
Transaction and acquisition-related charges[c]		1,908		1,571
Integration, restructuring, and other charges[d]		(144)		2,800
Adjusted Net Income before income tax effect		53,086		53,007
Less: Income tax effect[e]		13,083		12,972
Adjusted Net Income	**$**	**40,003**	**$**	**40,035**

ADJUSTED DILUTED EARNINGS PER SHARE

	For the Quarters Ended Sep 30, 2022 Q3		For the Quarters Ended Sep 30, 2023 Q3	
Diluted net income per share (GAAP)	$	0.11	$	0.07
Adjusted Net Income adjustments per share				
Income taxes		0.04		0.03
Debt-related charges[a]		(0.02)		0.02
Acquisition-related depreciation and amortization[b]		0.19		0.18
Share-based compensation		0.01		0.03
Transaction and acquisition related charges[c]		0.01		0.01
Integration, restructuring, and other charges[d]		(0.00)		0.02
Adjusted income taxes[e]		(0.09)		(0.09)
Adjusted Diluted Earnings Per Share (Non-GAAP)	**$**	**0.26**	**$**	**0.28**
Weighted average number of shares outstanding used in computation of Adjusted Diluted Earnings Per Share:				
Weighted average number of shares outstanding—diluted (GAAP and Non-GAAP)		152,357,307		144,733,357

(a) Represents non-cash interest expense related to the amortization of debt issuance costs for the Company's First Lien Credit Facility. Beginning in 2022, this adjustment also includes the impact of the change in fair value of interest rate swaps. This adjustment, which represents the difference between the fair value gains or losses and actual cash payments and receipts on the interest rate swaps, was added as a result of the increased interest rate volatility observed in 2022.

(b) Represents the depreciation and amortization expense related to intangible assets and developed technology assets recorded due to the application of ASC 805, *Business Combinations*. As a result, the purchase accounting related depreciation and amortization expense will recur in future periods until the related assets are fully depreciated or amortized, and the related purchase accounting assets may contribute to revenue generation.

(c) Represents charges incurred related to acquisitions and similar transactions, primarily consisting of change in control-related costs, professional service fees, and other third-party costs. Also includes incremental professional service fees incurred related to the initial public offering and subsequent one-time compliance efforts. The three months ended September 30, 2023 and 2022 include a transaction bonus expense related to one of the Company's 2021 acquisitions.

(d) Represents charges from organizational restructuring and integration activities, non-cash, and other charges primarily related to nonrecurring legal exposures, foreign currency (gains) losses, and (gains) losses on the sale of assets.

(e) Effective tax rates of approximately 24.5% and 24.6% have been used to compute Adjusted Net Income and Adjusted Diluted Earnings Per Share for the three months ended September 30, 2023 and 2022, respectively. As of December 31, 2022, we had net operating loss carryforwards of approximately $11.0 million for federal income tax purposes available to reduce future income subject to income taxes. As a result, the amount of actual cash taxes we may pay for federal income taxes differs significantly from the effective income tax rate computed in accordance with GAAP and from the normalized rates shown above.