First Advantage

Q1 2022
EARNINGS PRESENTATION

May 11, 2022

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: the impact of COVID-19 and related continuously evolving risks on our results of operations, financial position, and/or liquidity; 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 and data security; our reliance on third-party data providers; 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, and the COVID-19 pandemic; potential harm to our business, brand, and reputation as a result of security breaches, cyber-attacks, or the mishandling of personal data; 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; 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 ability to obtain, maintain, protect and enforce our intellectual property and other proprietary information; 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 our Sponsor (Silver Lake Group, L.L.C., together with its affiliates, successors, and assignees) controls us and may have interests that 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, 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," and "Adjusted Diluted Earnings Per Share."

Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Income, and Adjusted Diluted Earnings Per Share 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, and Adjusted Diluted Earnings Per Share 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, and Adjusted Diluted Earnings Per Share 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. 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.

To facilitate comparability, we present year-over-year growth comparing to the combination of consolidated results for 2020, consisting of the Successor consolidated results from 2/1/20 – 12/31/20, the Predecessor consolidated results from 1/1/20 – 1/31/20, and certain pro forma adjustments that give effect to the acquisition by Silver Lake of the Company (collectively, the "Silver Lake Transaction") and the related refinancing as if they had occurred on 1/1/20. See appendix for pro forma reconciliation.

First Advantage

COMPANY OVERVIEW & Q1 2022 HIGHLIGHTS

Scott Staples

Chief Executive Officer

COMPANY SNAPSHOT

LEADING GLOBAL PROVIDER OF TECHNOLOGY SOLUTIONS for Screening, Verifications, Safety, and Compliance Related to Human Capital

OUR MARKET

$13B	Total Addressable Market
$7B	of Whitespace and Attractive Growth

OUR CUSTOMERS [1]

33K+ Customers	~93M Screens	50%+ of Fortune 100 and 33%+ Fortune 500	~96% Gross Retention Rate	12 Year Average Tenure

OUR TECHNOLOGY

1 Core Global Platform	850+ Automated and / or Integrated Data Providers	2,875+ Robotic Process Automation Bots Currently Deployed	616M+ Records in Proprietary Databases	75+ Human Capital Management Software Integrations

OUR LTM Q1 2022 FINANCIALS

$770M Revenues 83% Americas 17% International	45% Revenues Y/Y Growth	$243M Adjusted EBITDA [2]	32% Adjusted EBITDA Margin [2]	56% Adjusted EBITDA Y/Y Growth [2]

Note: All "customers" and "technology" metrics as of 2021, unless otherwise noted. 1. Average gross retention rate from 2019 to 2021. Average tenure for top 100 customers. 2. See appendix for Adjusted EBITDA and Adjusted EBITDA Margin reconciliation.

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Q1 2022 HIGHLIGHTS

1 Revenue growth of 44% driven by broad-based strength across key verticals and geographies

2 Strong momentum from existing customer base growth, new customer additions, and upsell and cross-sell, as well as high customer retention driven by our differentiated, verticalized go-to-market strategy, innovative solutions and automation, and global capabilities

3 Customers continue to depend on First Advantage to help them hire smarter and onboard faster in a macroeconomic backdrop defined by *The Great Onboarding* as well as high, sustained job switching and churn

4 Adjusted EBITDA[1] grew 46% year-over-year with continued Adjusted EBITDA Margin[1] expansion on a year-over-year basis to 28.2%, supported by our continued operational efficiencies and automation, usage of proprietary databases, and G&A infrastructure leverage

5 Completed acquisition of Form I-9 Compliance in January 2022; all four acquisitions since 2021 are performing ahead of initial expectations and added vertical, product, and international capabilities that are driving impressive upsell and cross-sell business as well as new customer pipelines

6 Inaugural ESG report was published on May 4th and is available on our Investor Relations website

1. See appendix for Adjusted EBITDA and Adjusted EBITDA Margin reconciliation.

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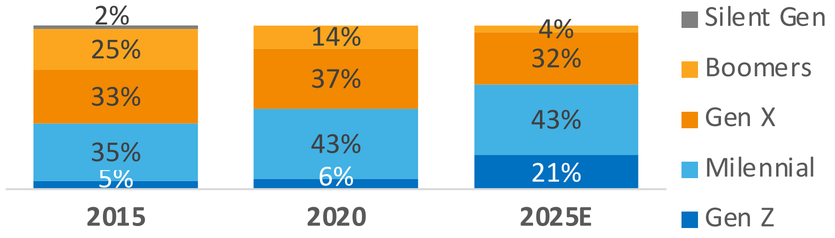
ATTRACTIVE LONG-TERM MACROTRENDS

Millennials and Gen Z are an Increasing % of Workforce

Composition of Total Workforce



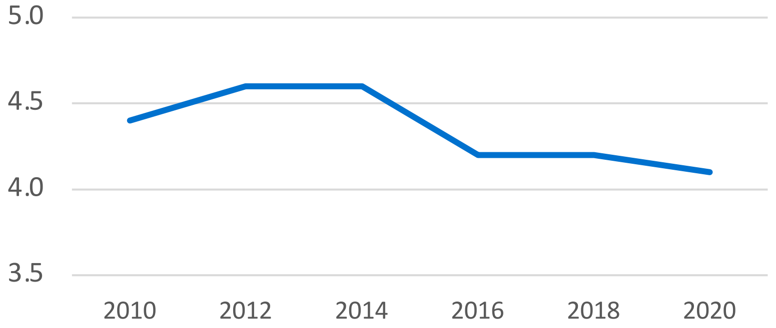
Source: Beresford Research using Census data

- Millennials and Gen Z are approaching half of the workforce and are the largest group of job seekers
- Gen Z employees are set to triple over the next decade

Source: Bloomberg & Oxford Economics

Job Tenure is Compressing

Median Tenure With Current Employer



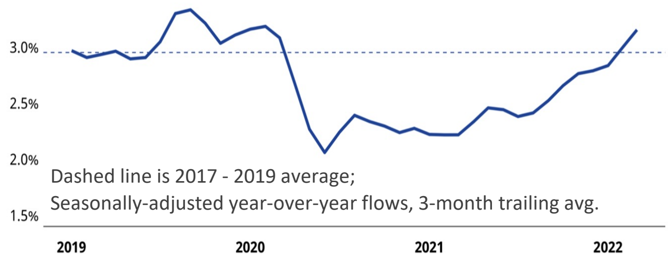
Source: U.S. Bureau of Labor Statistics

- The overall average job tenure is decreasing, and is shortest among Millennials and Gen Z
- U.S. total annual employee turnover will likely jump by nearly 20% from the pre-pandemic annual average
- 29% of employees are actively looking for a new job with a different company; 51% are not actively looking but would consider a switch if the opportunity arose
- Workers have been leaving for other jobs, rather than leaving the workforce

Source: Grant Thornton, NYTimes, Gartner

Retired Workers Rejoin the Workforce with Ongoing Preferences for Flexibility

% of Retired Workers Returning to Work (Jan '19 - Mar '22)



Source: Indeed using CPS microdata

- Amid high inflation and their preferences for flexibility, "unretirements" are on the rise
- As of March 2022, 3.2% of workers who were retired a year earlier are now employed

Source: Wall Street Journal, Fortune

Note: Based on US data

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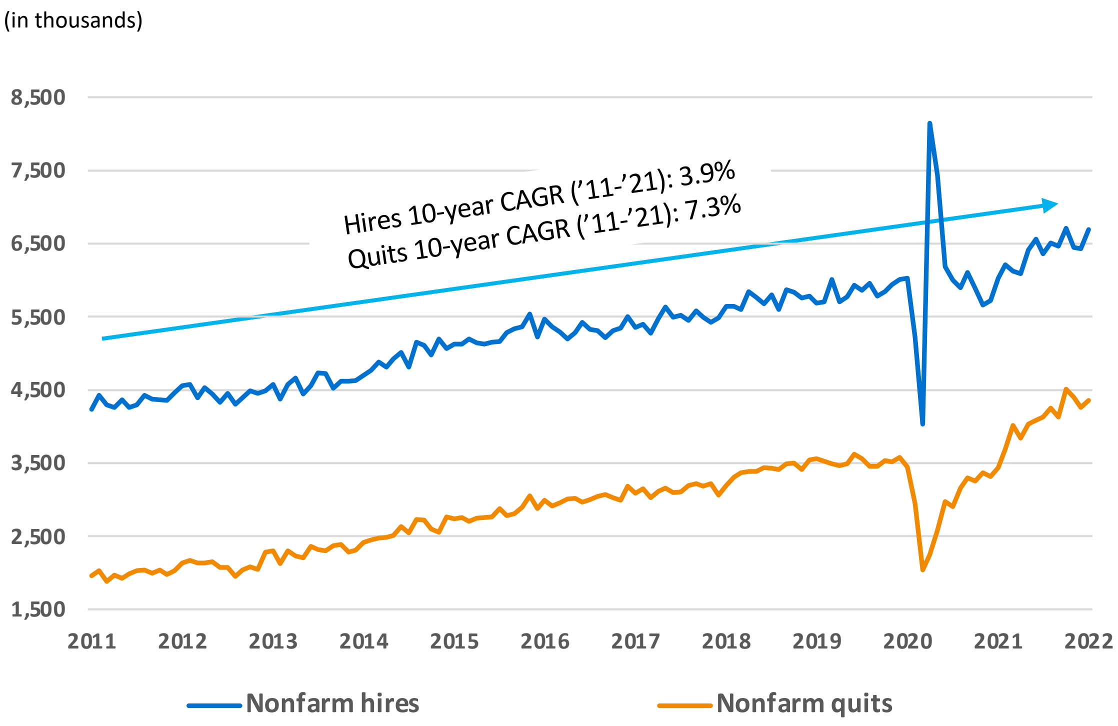
STRUCTURAL TAILWINDS SUPPORT SUSTAINABLE GROWTH AND RESILIENCY

Steady Long-Term Increases in Hires and Quits

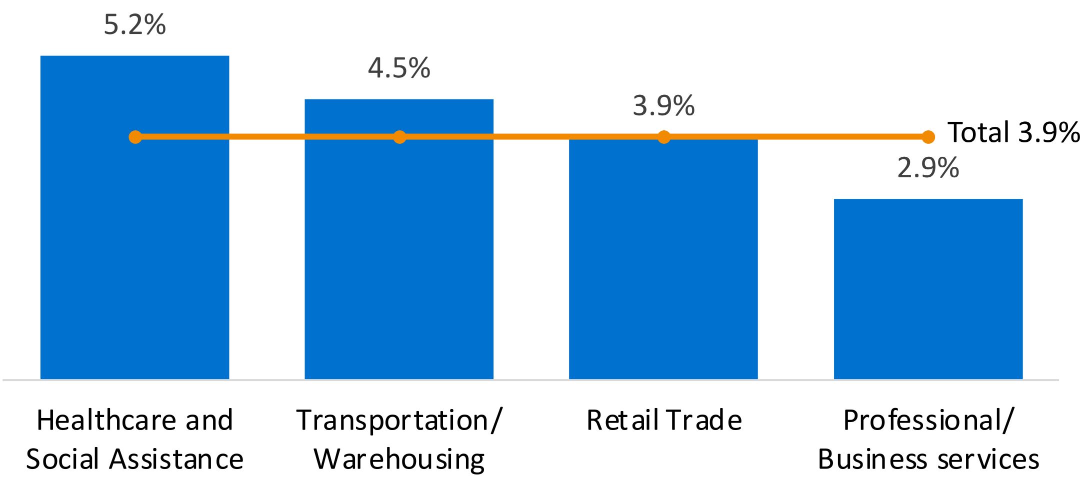


Source: U.S. Bureau of Labor Statistics

Vertical Strategy Competitively Positions First Advantage in High Growth Industries

BLS Hiring Volume Growth by Industry

Seasonally Adjusted; 10-year CAGR ('11-'21)



First Advantage Key Verticals

Technology & Business Services	**Financial Technology / Services**
Retail & E-Commerce	**Transportation & Home Delivery**
Healthcare	**Flexible Workforce**

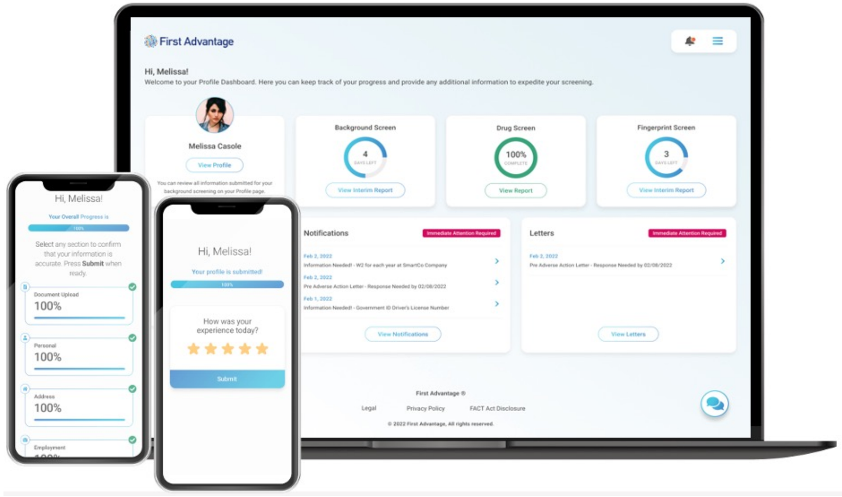
First Advantage is well-aligned with fast-growing industries

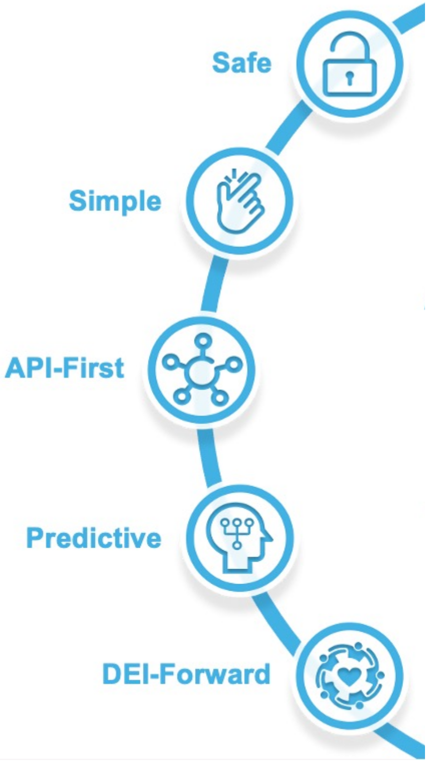
PRODUCT INNOVATION: STAYING ON THE LEADING EDGE

Profile Advantage: Our Updated Applicant Experience

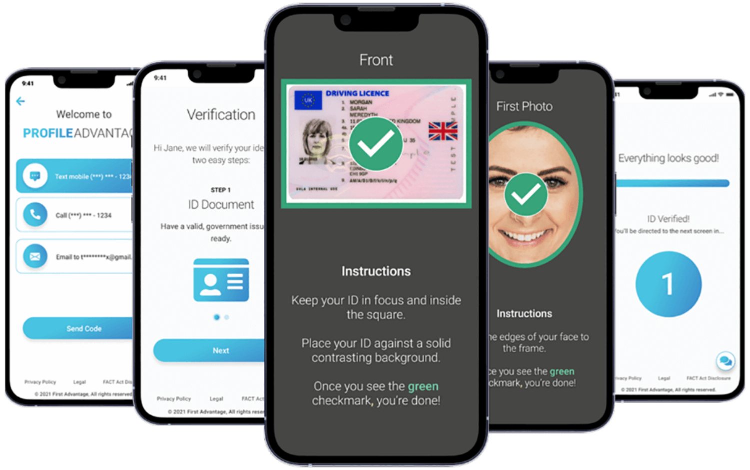
Simple & API-first applicant experience

Hire smarter. Onboard faster.





Digital Identity Services



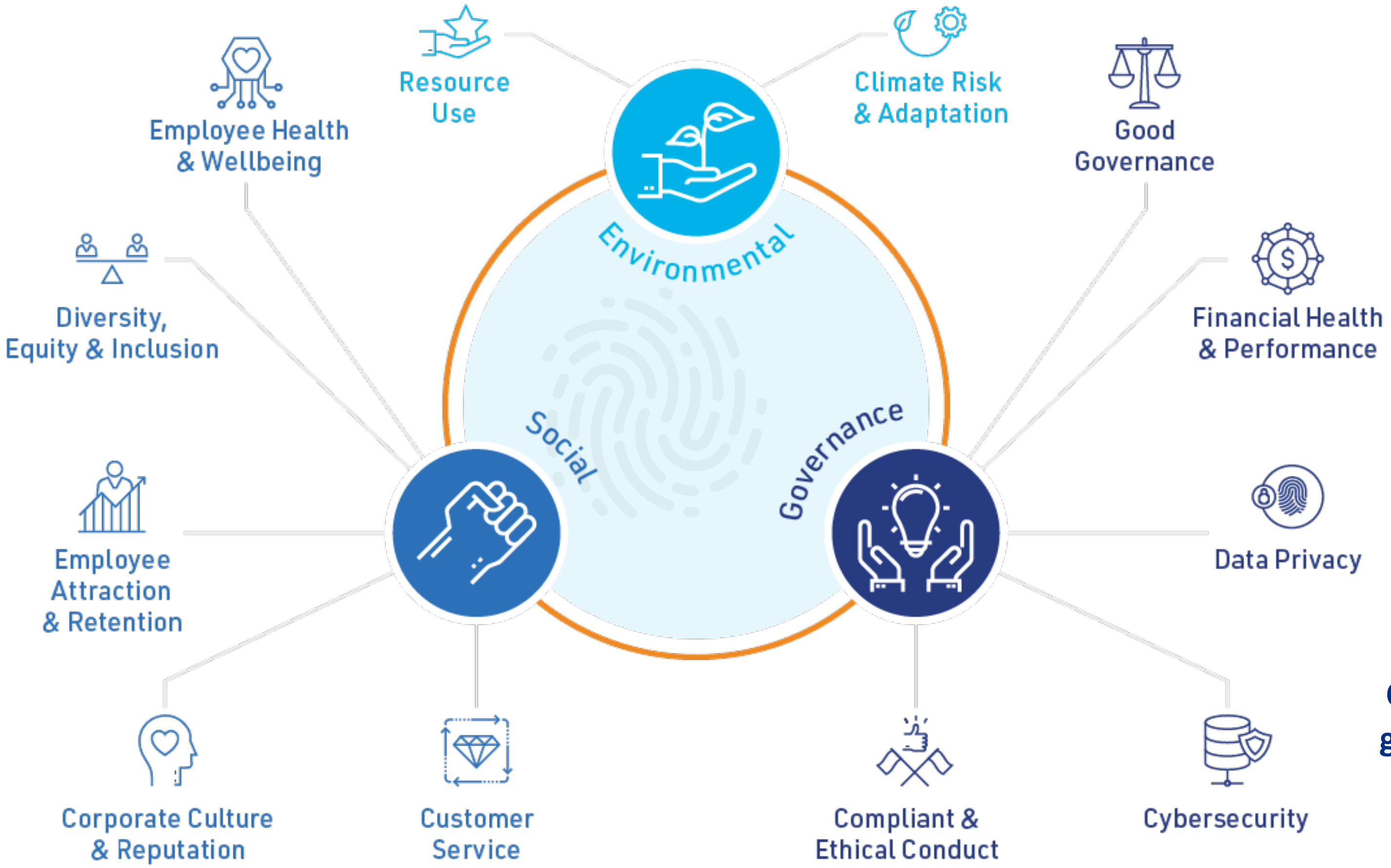
I RightID® KnowYourPeople

Drives high customer retention and market share capture through customer-responsive product enhancements and first-to-market solutions

COMMITED TO SUPPORTING ESG PROGRAMS

"People are at the heart of everything we do at First Advantage. From the talent hired by our customers to our broad employee base..."

Running our business with a sustainable mindset



"...we believe our expertise in human capital is driving tremendous growth and is essential to our ongoing success."

Scott Staples
Chief Executive Officer, First Advantage

Engaging with our employees to create a more resilient business

Committed to strong governance on behalf of our stakeholders

FINANCIAL RESULTS & OUTLOOK

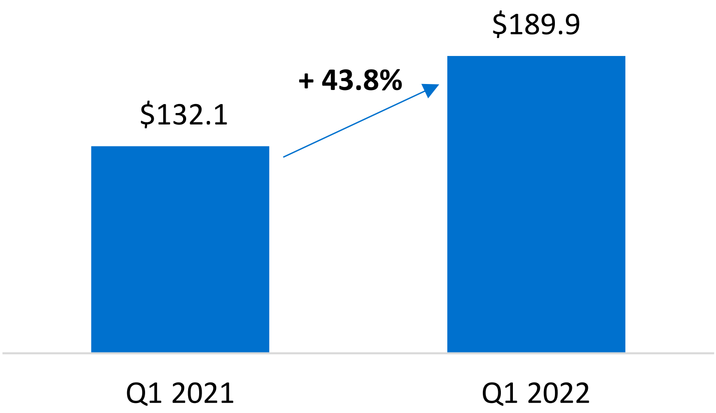
David Gamsey

EVP, Chief Financial Officer

Q1 2022 FINANCIAL RESULTS

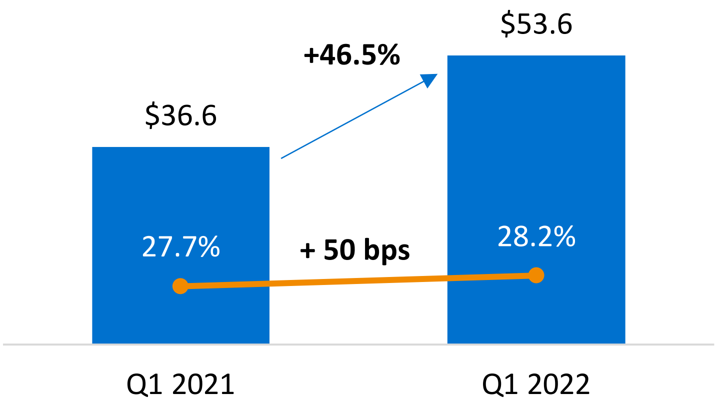
($ in millions, except per share data)

Revenues



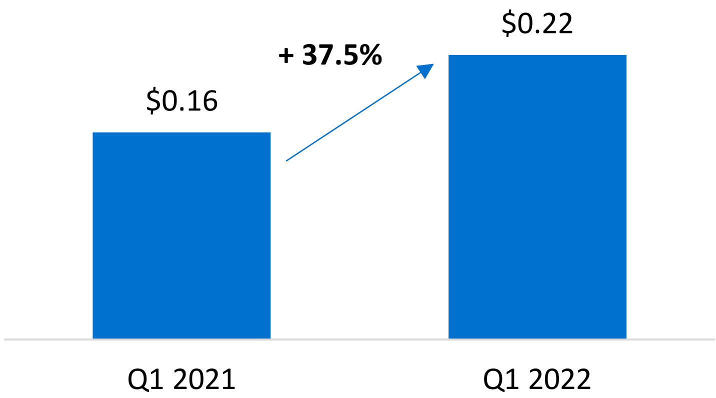
- Organic growth of 32.6%; acquisition related growth of 11.2%[2]
- Continued strength throughout Q1 2022
- Constant currency basis revenues would have been ~$1M higher[3]

Adjusted EBITDA and Margin [1]



- Margin expansion due in part to ongoing improvements in operating efficiencies, automation, use of proprietary databases, and G&A leverage
- Expansion was over and above incremental public company costs, increased insurance premiums, and new investments in technology and sales
- Flow through from revenue growth

Adjusted Diluted EPS [1]



- Interest income benefited from lower outstanding debt, lower interest rates, and favorable adjustment on interest rate swaps
- Adjusted effective tax rates of approximately 25.1% and 25.7% in Q1 2022 and Q1 2021, respectively

1. See appendix for a reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, and Adjusted Diluted EPS.
2. Acquisition related growth is primarily attributable to March 2021 UK screening business acquisition.
3. Constant currency is calculated by translating Q1'2022 revenues using Q1'2021 exchange rates. See appendix for a reconciliation of constant currency revenue.

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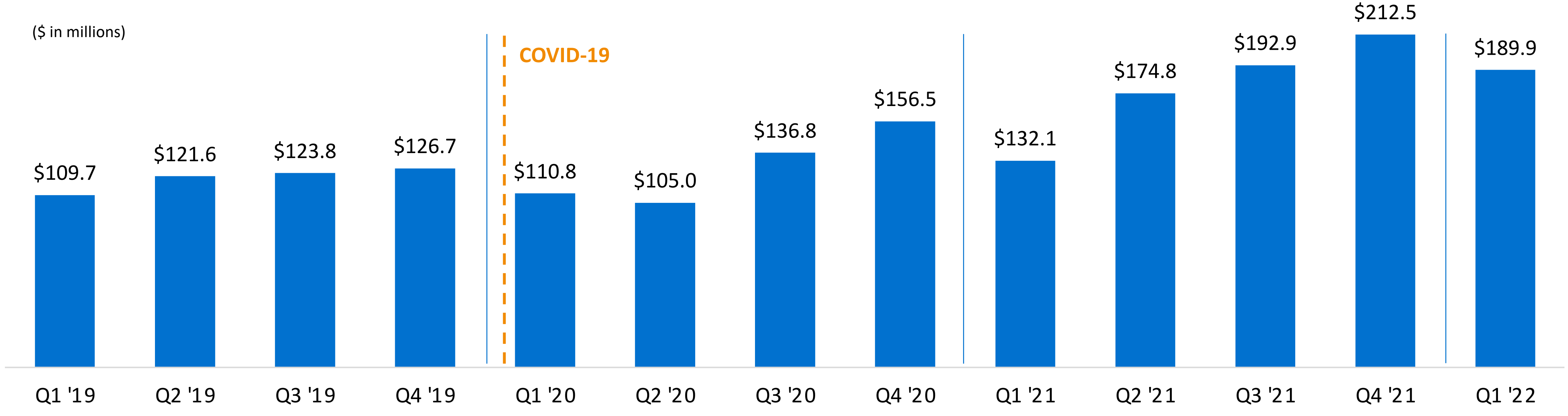
CONSISTENT TRACK RECORD OF REVENUE GROWTH

Revenues [1]



	Q1 '19 – Q4 '19	Q1 '20	Q2 '20	Q3 '20	Q4 '20	Q1 '21	Q2 '21	Q3 '21	Q4 '21	Q1 '22
Year/Year Growth (%)	7.8% (Full Year)	1.1%	(13.7%)	10.5%	23.6%	19.2%	66.5%	41.0%	35.8%	43.8%
Organic Year/Year Growth (%)	7.8% (Full Year)	1.1%	(13.7%)	10.5%	23.6%	19.2%	59.8%	34.5%	30.3%	32.6%

DEEP CUSTOMER RELATIONSHIPS

ATTRACTIVE INDUSTRY VERTICALS

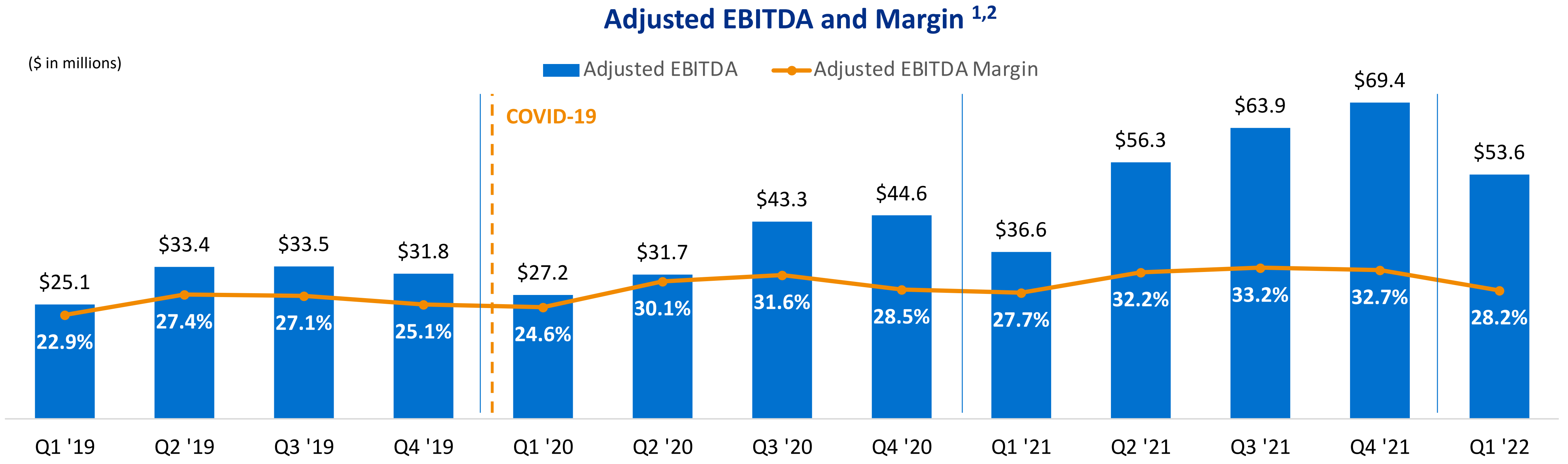
VERTICALIZED GO-TO-MARKET STRATEGY

DIFFERENTIATED TECHNOLOGY

STRATEGIC ACQUISITIONS

1. Q1'20 is presented on a pro forma basis for the Silver Lake Transaction and the related refinancing. See appendix for pro forma reconciliation.

CONSISTENT TRACK RECORD OF ADJUSTED EBITDA GROWTH



	Q1 '20	Q2 '20	Q3 '20	Q4 '20	Q1 '21	Q2 '21	Q3 '21	Q4 '21	Q1 '22
Year/Year Growth (%)	8.4%	(5.1%)	29.3%	40.3%	34.5%	77.9%	47.7%	55.5%	46.5%

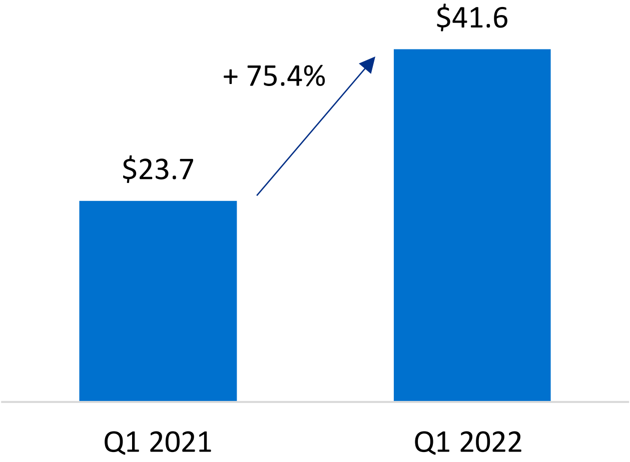
- HIGHER REVENUE FLOWTHROUGH
- FOCUS ON AUTOMATION & EFFICIENCIES
- PROPRIETARY DATABASE UTILIZATION
- THIRD PARTY DATA OPTIMIZATION
- VARIABLE & FLEXIBLE COST STRUCTURE
- STRATEGIC ORGANIC GROWTH INVESTMENTS
- LEVERAGE G&A INFRASTRUCTURE

1. See appendix for Adjusted EBITDA and Adjusted EBITDA Margin reconciliation.
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.

CASH FLOW, LEVERAGE & CAPITAL ALLOCATION

Cash Flow From Operating Activities

($ in millions)



- Variable and flexible cost structure enables strong cash flow conversion
- Cash generation further enhanced by US federal NOL carryforwards and low net leverage

Net Leverage at March 31, 2022

($ in millions)

Debt	$565
Cash	$308
LTM Adjusted EBITDA[1]	$243
Net Leverage	**1.1x**

- 1.1x net leverage includes the funding of all four acquisitions (Q1 2021 – Q1 2022):
  - UK Screening Business
  - Corporate Screening
  - MultiLatin
  - Form I-9 Compliance

Capital Allocation Priorities

Pursue strategic M&A opportunities

- Vertical capabilities
- International expansion
- Technology and/or data
- Enterprise Risk Services

Continue to invest in organic growth

- Technology and automation
- Product innovation
- Sales, Solution Engineering, and Customer Success

Target moderate net leverage in range of 2x - 3x

Consider alternatives to maximize shareholder value

Strong cash flow and liquidity position provides flexibility to pursue multiple growth opportunities

1. See appendix for LTM Adjusted EBITDA reconciliation; net leverage calculated as (Debt – Cash) / LTM Adjusted EBITDA

RAISING FULL YEAR 2022 GUIDANCE

($ in millions)	FY 2021 Actuals	Prior Guidance As of 3/23/22	**Revised Guidance As of 5/11/22**	**Y/Y % Growth**
Revenues	$712	$813 to $828	$820 to $835	+15% to 17%
Adjusted EBITDA	$226	$250 to $257	$253 to $259	+12% to 15%
Adjusted Net Income	$142	$156 to $161	$157 to $161	+10% to 13%

Note:
- Actual results may differ materially from First Advantage's Full Year 2022 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 Adjusted EBITDA and Adjusted Net Income to GAAP net income (loss) 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.
- Assumes capital expenditures including purchases of property and equipment and capitalized software development costs in the range of $28M to $30M.

CLOSING REMARKS

Scott Staples

Chief Executive Officer

INVESTMENT HIGHLIGHTS

1. Global leader in a large, fragmented, and growing market
2. Impressive & loyal enterprise-focused customer base, diversified across resilient and growing industry verticals due to verticalized go-to-market strategy
3. Automation, artificial intelligence, 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. Macroeconomic tailwinds, structural societal changes, and jobs market trends driving screening market growth

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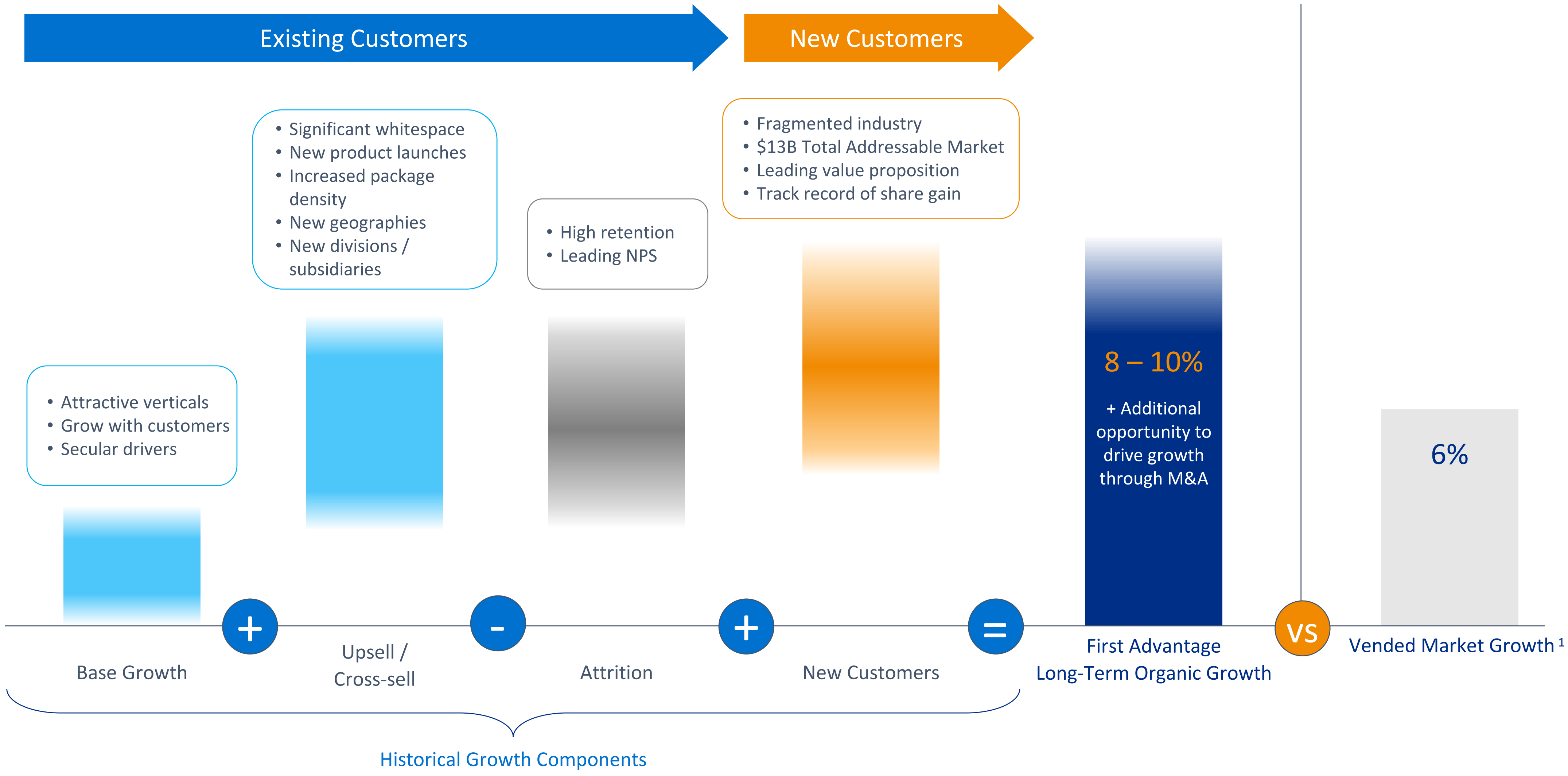
APPENDIX

Supplemental Materials and Reconciliations to GAAP Measures

PROVEN FORMULA FOR ABOVE-MARKET LONG-TERM GROWTH



1. Reflects vended market growth rate over the next five years.

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 is 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

(in thousands)	Predecessor					Successor									
	For the Quarters Ended				Period Ended	Period Ended	For the Quarters Ended								LTM
	Mar 31, 2019 Q1	Jun 30, 2019 Q2	Sep 30, 2019 Q3	Dec 31, 2019 Q4	Jan 31, 2020 Q1	Mar 31, 2020 Q1	Jun 30, 2020 Q2	Sep 30, 2020 Q3	Dec 31, 2020 Q4	Mar 31, 2021 Q1	Jun 30, 2021 Q2	Sep 30, 2021 Q3	Dec 31, 2021 Q4	Mar 31, 2022 Q1	Mar 31, 2022
Net income (loss)	$ 3,196	$ 10,720	$ 11,587	$ 8,747	$ (36,530)	$ (21,814)	$ (16,366)	$ (3,452)	$ (5,860)	$ (19,389)	$ 3,770	$ 16,285	$ 15,385	$ 13,013	$ 48,453
Interest expense (income), net	13,023	12,829	12,757	12,410	4,489	12,830	13,663	11,630	9,261	6,717	10,452	4,706	3,097	(850)	17,405
Provision (benefit) for income taxes	902	2,184	2,172	1,640	(871)	(4,920)	(3,499)	(2,889)	(47)	(4,435)	3,063	3,397	6,837	4,935	18,232
Depreciation and amortization	6,268	6,545	6,552	6,588	2,105	24,487	36,572	36,756	37,242	34,763	35,918	35,812	36,322	34,034	142,086
Loss on extinguishment of debt	—	—	—	—	10,533	—	—	—	—	13,938	—	—	—	—	—
Share-based compensation	354	324	274	264	3,976	281	520	530	545	562	2,664	1,343	4,961	1,859	10,827
Transaction and acquisition-related charges [(a)]	—	—	349	849	22,840	9,446	76	56	568	3,984	382	2,144	2,804	1,498	6,828
Integration, restructuring, and other charges [(b)]	1,349	760	(200)	1,330	480	(121)	689	656	2,936	450	73	257	32	(889)	(527)
Adjusted EBITDA	**$ 25,092**	**$ 33,362**	**$ 33,491**	**$ 31,828**	**$ 7,022**	**$ 20,189**	**$ 31,655**	**$ 43,287**	**$ 44,645**	**$ 36,590**	**$ 56,322**	**$ 63,944**	**$ 69,438**	**$ 53,600**	**$ 243,304**
Revenues	109,687	121,621	123,769	126,690	36,785	74,054	104,993	136,778	156,544	132,070	174,826	192,867	212,532	189,881	770,106
Net income (loss) margin	**2.9%**	**8.8%**	**9.4%**	**6.9%**	**(99.3)%**	**(29.5)%**	**(15.6)%**	**(2.5)%**	**(3.7)%**	**(14.7)%**	**2.2%**	**8.4%**	**7.2%**	**6.9%**	**6.3%**
Net income (loss) Year/Year Growth	**n/a**	**n/a**	**n/a**	**n/a**	**n/a**	**n/a**	**(252.7)%**	**(129.8)%**	**(167.0)%**	**(54.4)%**	**(123.0)%**	**(571.8)%**	**(362.5)%**	**(167.1)%**	**(207.5)%**
Adjusted EBITDA Margin	**22.9%**	**27.4%**	**27.1%**	**25.1%**	**19.1%**	**27.3%**	**30.1%**	**31.6%**	**28.5%**	**27.7%**	**32.2%**	**33.2%**	**32.7%**	**28.2%**	**31.6%**
Adjusted EBITDA Year/Year Growth	**n/a**	**n/a**	**n/a**	**n/a**	**n/a**	**n/a**	**(5.1)%**	**29.2%**	**40.3%**	**34.5%**	**77.9%**	**47.7%**	**55.5%**	**46.5%**	**55.8%**

(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. Additionally, the year ended December 31, 2021 (Successor) includes incremental professional service fees incurred related to the IPO, 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. The three months ended March 31, 2022 (Successor) includes 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 legal exposures inherited from legacy acquisitions, 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 legal exposures inherited from legacy acquisitions, 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
(Q1 2022 Revenue Impact)

(in thousands)	Successor For the Quarter Ended Mar. 31 2022 Q1
Revenues, as reported (GAAP)	$ 189,881
Foreign currency translation impact [a]	961
Revenues, constant currency adjusted	**$ 190,842**

(a) Constant currency is calculated by translating Q1'2022 revenues using Q1'2021 exchange rates.

ADJUSTED NET INCOME

(in thousands)	Successor For the Quarters Ended Mar. 31 2021 Q1	Mar. 31 2022 Q1
Net (loss) income	$ (19,389)	$ 13,013
(Benefit) provision for income taxes	(4,435)	4,935
(Loss) income before provision for income taxes	(23,824)	17,948
Debt-related charges [(a)]	14,911	(4,815)
Acquisition-related depreciation and amortization [(b)]	31,512	29,115
Share-based compensation	562	1,859
Transaction and acquisition-related charges [(c)]	3,984	1,498
Integration, restructuring, and other charges [(d)]	450	(889)
Adjusted Net Income before income tax effect	27,595	44,716
Less: Income tax effect [(e)]	7,092	11,219
Adjusted Net Income	**$ 20,503**	**$ 33,497**

ADJUSTED DILUTED EPS

	Successor For the Quarters Ended Mar. 31 2021 Q1	Mar. 31 2022 Q1
Diluted net (loss) income per share (GAAP)	$ (0.15)	$ 0.09
Adjusted Net Income adjustments per share		
Income taxes	(0.03)	0.03
Debt-related charges [(a)]	0.11	(0.03)
Acquisition-related depreciation and amortization [(b)]	0.24	0.19
Share-based compensation	0.00	0.01
Transaction and acquisition related charges [(c)]	0.03	0.01
Integration, restructuring, and other charges [(d)]	0.00	(0.01)
Adjusted income taxes [(e)]	(0.05)	(0.07)
Adjusted Diluted Earnings Per Share (Non-GAAP)	**$ 0.16**	**$ 0.22**
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)	130,000,000	152,348,806

(a) Represents the loss on extinguishment of debt and non-cash interest expense related to the amortization of debt issuance costs for the 2021 February refinancing and repayment of the Company's Successor First Lien Credit Facility and Successor Second Lien Credit Facility, respectively. Beginning in 2022, this adjustment also includes the impact of the change in fair value of interest rate swaps. This adjustment, which represents the fair value gains or losses on the interest rate swaps, was added as a result of the increased interest rate volatility observed in the first quarter of 2022. The Company determined that the impact to the previous year, $1.0 million for the three months ended March 31, 2021, was not significant and therefore the previously reported amounts will not be recast.

(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*.

(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. Additionally, the three months ended March 31, 2021 includes incremental professional service fees incurred related to the IPO and the three months ended March 31, 2022 includes 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 legal exposures inherited from legacy acquisitions, foreign currency (gains) losses, and (gains) losses on the sale of assets.

(e) Effective tax rates of approximately 25.1% and 25.7% have been used to compute Adjusted Net Income and Adjusted Diluted Earnings Per Share for the three months ended March 31, 2022 and 2021, respectively. As of December 31, 2021, we had net operating loss carryforwards of approximately $120.1 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 pay for federal income taxes differs significantly from the effective income tax rate computed in accordance with GAAP and from the normalized rate shown above.