First Advantage

Q3 2022
EARNINGS PRESENTATION

November 8, 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; the timing, manner and volume of repurchases of common stock pursuant to our share repurchase program; 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, 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, 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, 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.

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.

COMPANY OVERVIEW & Q3 2022 HIGHLIGHTS

Scott Staples

Chief Executive Officer

COMPANY SNAPSHOT

LEADING GLOBAL PROVIDER OF HR TECHNOLOGY SOLUTIONS for Screening, Verifications, Safety, and Compliance

OUR MARKET

$13B Total Addressable Market

$7B of Whitespace and Attractive Growth

OUR CUSTOMERS [1, 2]

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

OUR TECHNOLOGY [1]

1	850+	2,875+	650M+	75+
Core Global Platform	Automated and / or Integrated Data Providers	Robotic Process Automation Bots Currently Deployed	Records in Proprietary Databases	Human Capital Management Software Integrations

OUR LTM Q3 2022 FINANCIALS

$810M	23%	$248M	31%	23%
Revenues 84% Americas 16% International	Revenues Y/Y Growth	Adjusted EBITDA [3]	Adjusted EBITDA Margin [3]	Adjusted EBITDA Y/Y Growth [3]

1. All "customers" and "technology" metrics as of December 31, 2021, with the exception of proprietary databases which is as of 7/31/22.
2. Average gross retention rate from 2019 to 2021. Average tenure for top 100 customers.
3. See appendix for Adjusted EBITDA and Adjusted EBITDA Margin reconciliation.

First Advantage

Q3 2022 NOTABLE BUSINESS ACHIEVEMENTS

First Advantage

1. Macro jobs trends and structural tailwinds, including high velocity hiring, frequent job switching, and high churn, support long-term revenue growth outlook

2. Significant customer wins during the quarter, including 11 new logo enterprise customers in Q3 and 29 new logo enterprise customers in the past twelve months; customer retention rate of over 97% in the past twelve months

3. Opened new office in Kraków, Poland, cost effectively expanding global technology, operations, and customer care footprint in a region with an attractive talent pool

4. Launched Digital Identity verification solution in the UK, enabling employers to offer job applicants remote Digital Identity verification services

5. Award-winning technology and corporate culture with significant focus on diversity, equity, and inclusion, validated by multiple respected industry publications

Q3 2022 FINANCIAL HIGHLIGHTS

First Advantage

1. Revenue growth of 6.8% driven by continued strength in Americas segment, partially offset by foreign currency headwinds and macro-related softness in International segment; constant currency revenue[1] growth was 8.6%; cycling over 41% revenue growth in Q3 2021

2. Adjusted EBITDA Margin[1] of over 31%, supported by continued operational efficiencies and digital initiatives, expanded use of proprietary databases, and leveraging G&A infrastructure

3. Robust cash flow from operations of $46.4 million in Q3 driven by revenue growth and superior margins; enables flexibility in capital allocation priorities

4. Continue to invest in digital technology, automation, proprietary databases, and verticalized go-to-market strategy; flexible cost structure and strong operating discipline around managing in softer macro-economic conditions

5. Increased and extended share repurchase program by $100 million through December 31, 2023

1. See appendix for reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, and Constant Currency Revenues.

FINANCIAL RESULTS & OUTLOOK

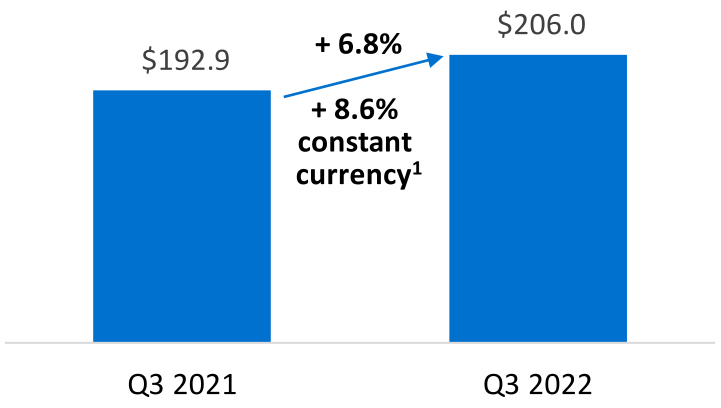
David Gamsey

EVP, Chief Financial Officer

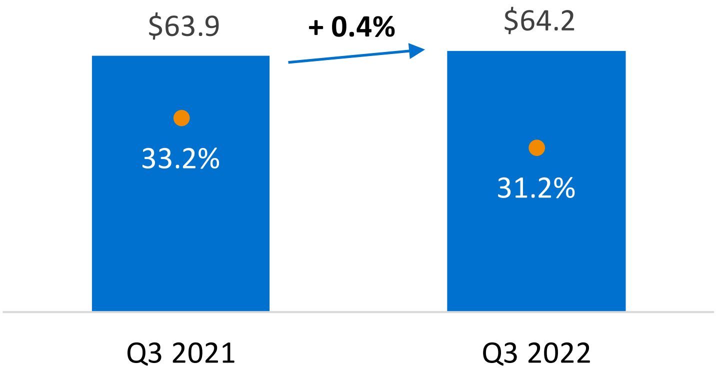
Q3 2022 FINANCIAL RESULTS

($ in millions, except per share data)

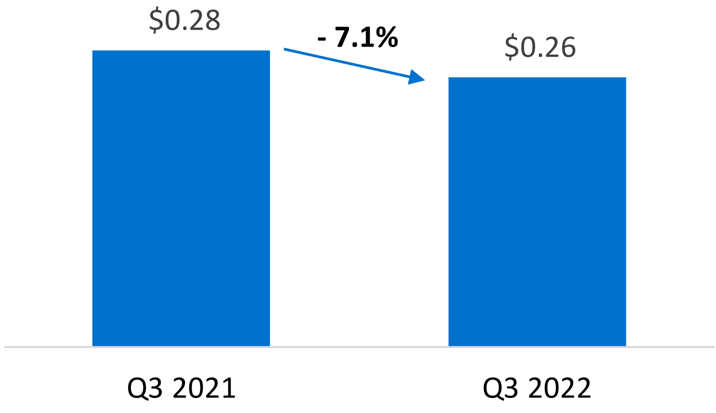
Revenues



Adjusted EBITDA and Margin [1]



Adjusted Diluted EPS [1]



- Continued strength in Americas segment, partially offset by foreign currency headwinds and macro-related softness in International segment
- Constant Currency Revenues would have been 180 bps, or ~$3.5M, higher resulting in 8.6% growth[1]
- Acquisition-related revenue growth of 4.4%, resulting in organic constant currency revenue growth of 4.2%[1]

- Adjusted EBITDA Margin over 31%, in line with expectations
  - Lower YoY due to macro-related International revenues softness, the difficult FX environment, YoY increases in insurance premiums and third-party verification costs, additional investments in technology and sales, and the mix impact of integrating acquisitions with historically lower margins
- Constant Currency Adjusted EBITDA of $65.3M[1]

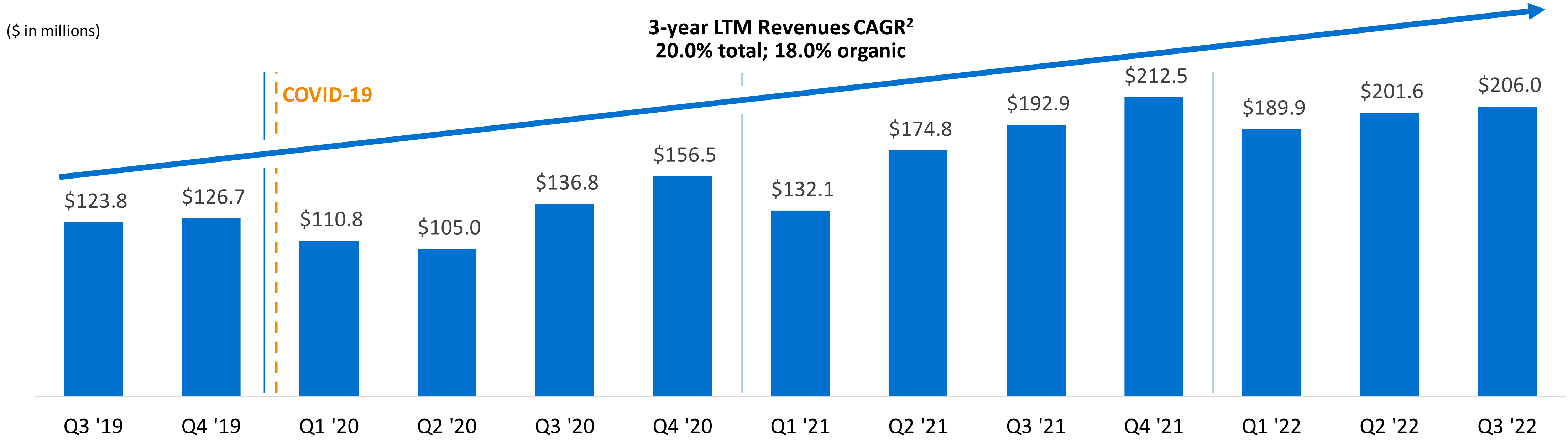
- Adjusted Diluted EPS decline due to:
  - Higher interest expense, partially mitigated by interest rate hedge
  - D&A associated with ongoing investments in development of proprietary software
- Under share repurchase program, repurchased 1.6M shares of common stock for $21.6M through 11/4/22

1. See appendix for reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Diluted EPS, Constant Currency Revenues, and Constant Currency Adjusted EBITDA.

First Advantage

CONSISTENT TRACK RECORD OF REVENUE GROWTH

Revenues [1]



	Q1 '20	Q2 '20	Q3 '20	Q4 '20	Q1 '21	Q2 '21	Q3 '21	Q4 '21	Q1 '22	Q2 '22	Q3 '22
Year/Year Growth (%)	1.1%	(13.7%)	10.5%	23.6%	19.2%	66.5%	41.0%	35.8%	43.8%	15.3%	6.8%
Organic Year/Year Growth (%)	1.1%	(13.7%)	10.5%	23.6%	19.2%	59.8%	34.5%	30.3%	32.6%	10.5%	2.4%

DEEP CUSTOMER RELATIONSHIPS

ATTRACTIVE INDUSTRY VERTICALS

VERTICALIZED GO-TO-MARKET STRATEGY

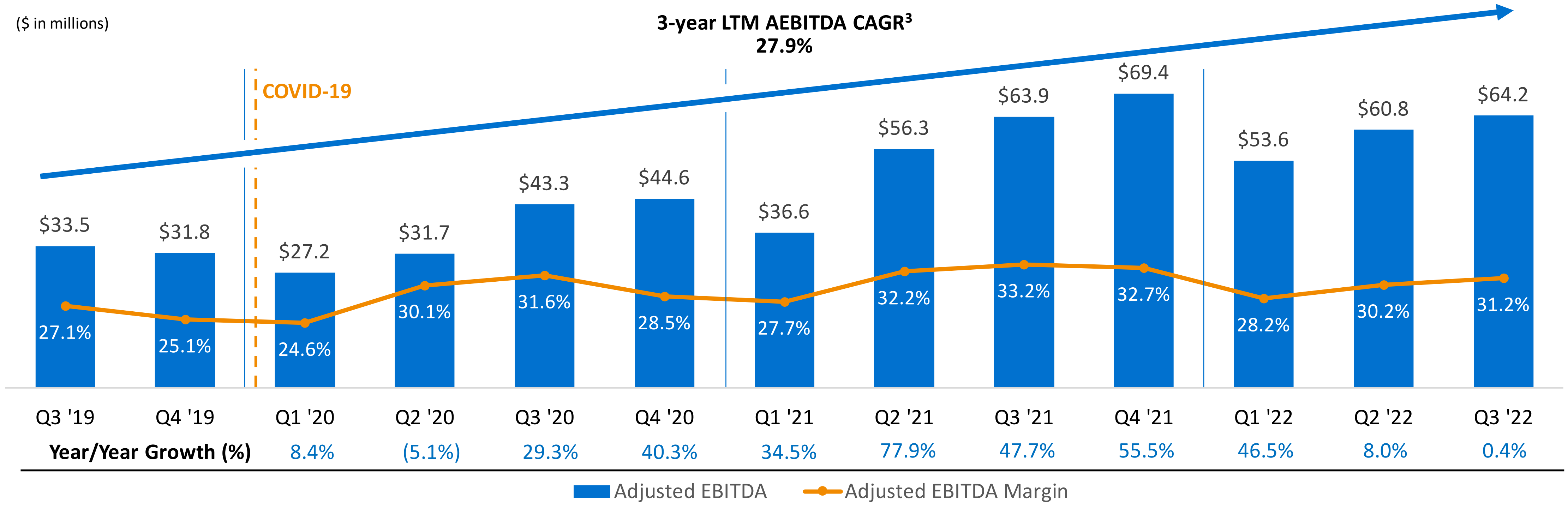
DIFFERENTIATED TECHNOLOGY

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.
2. 3-year trailing twelve months CAGR includes pro forma basis for Q1'20.

CONSISTENT TRACK RECORD OF ADJUSTED EBITDA GROWTH

Adjusted EBITDA and Margin [1,2]



HIGH 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.
3. 3-year trailing twelve months CAGR includes pro forma basis for Q1'20.

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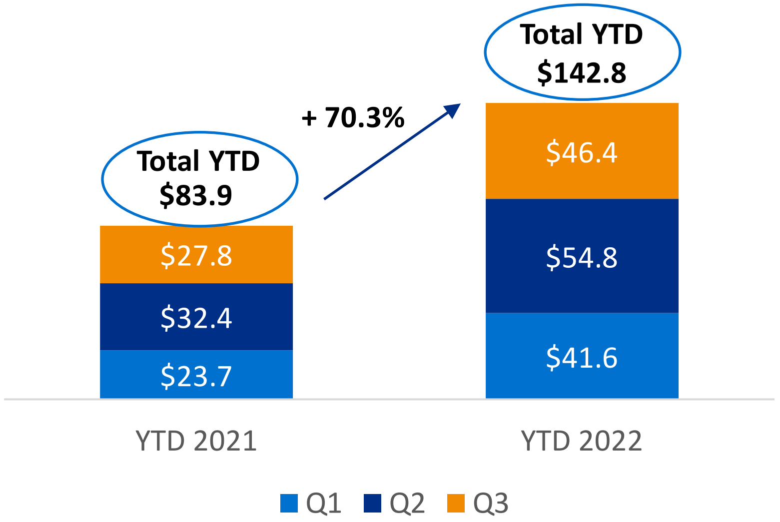
CASH FLOW, LEVERAGE & CAPITAL ALLOCATION

Cash Flow From Operating Activities

($ in millions)



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

Net Leverage at September 30, 2022

($ in millions)

Debt	$565
Cash	$390
LTM Adjusted EBITDA[1]	$248
Net Leverage	**0.7x**

- 0.7x net leverage includes the funding of Q3 2022 share repurchases and acquisitions:
  - UK Screening Business (Q1 2021)
  - Corporate Screening (Q4 2021)
  - MultiLatin (Q4 2021)
  - Form I-9 Compliance (Q1 2022)

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 and Solution Engineering

Execute share repurchase program

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

Consider alternatives to maximize shareholder value

Strong cash flow and liquidity position provides flexibility

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

FULL YEAR 2022 GUIDANCE

Equates to Constant Currency Revenues of $823 to $831, or 16% to 17% Y/Y growth

($ in millions)	FY 2021 Actuals	Prior Guidance As of 8/4/22	**Revised Guidance As of 11/8/22**	**Y/Y % Growth**
Revenues	$712	$823 to $835	$813 to $820	+14% to 15%
Adjusted EBITDA	$226	$254 to $259	$247 to $251	+9% to 11%
Adjusted Net Income	$142	$158 to $161	$154 to $157	+8% to 10%

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, Adjusted Net Income to GAAP net income (loss), and Constant Currency Revenues to GAAP revenues 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 $29M; stock compensation expense of ~$7M; net interest expense of ~$21M, including amortization of financing fees and excluding gains/(losses) from interest rate swaps; depreciation and amortization net of intangible amortization of ~$22M; negative foreign currency impact on revenues in the range of $10M to $11M; negative foreign currency impact on Adjusted EBITDA in the range of $3M to $4M; cash tax payments of ~$18M; an adjusted effective tax rate in the range of 24.5%-25.5%; and fully diluted shares outstanding of ~152M.
- "Y/Y% Growth" column compares "Revised Guidance as of 11/8/22" column to "FY 2021 Actuals" column

CLOSING REMARKS

Scott Staples

Chief Executive Officer

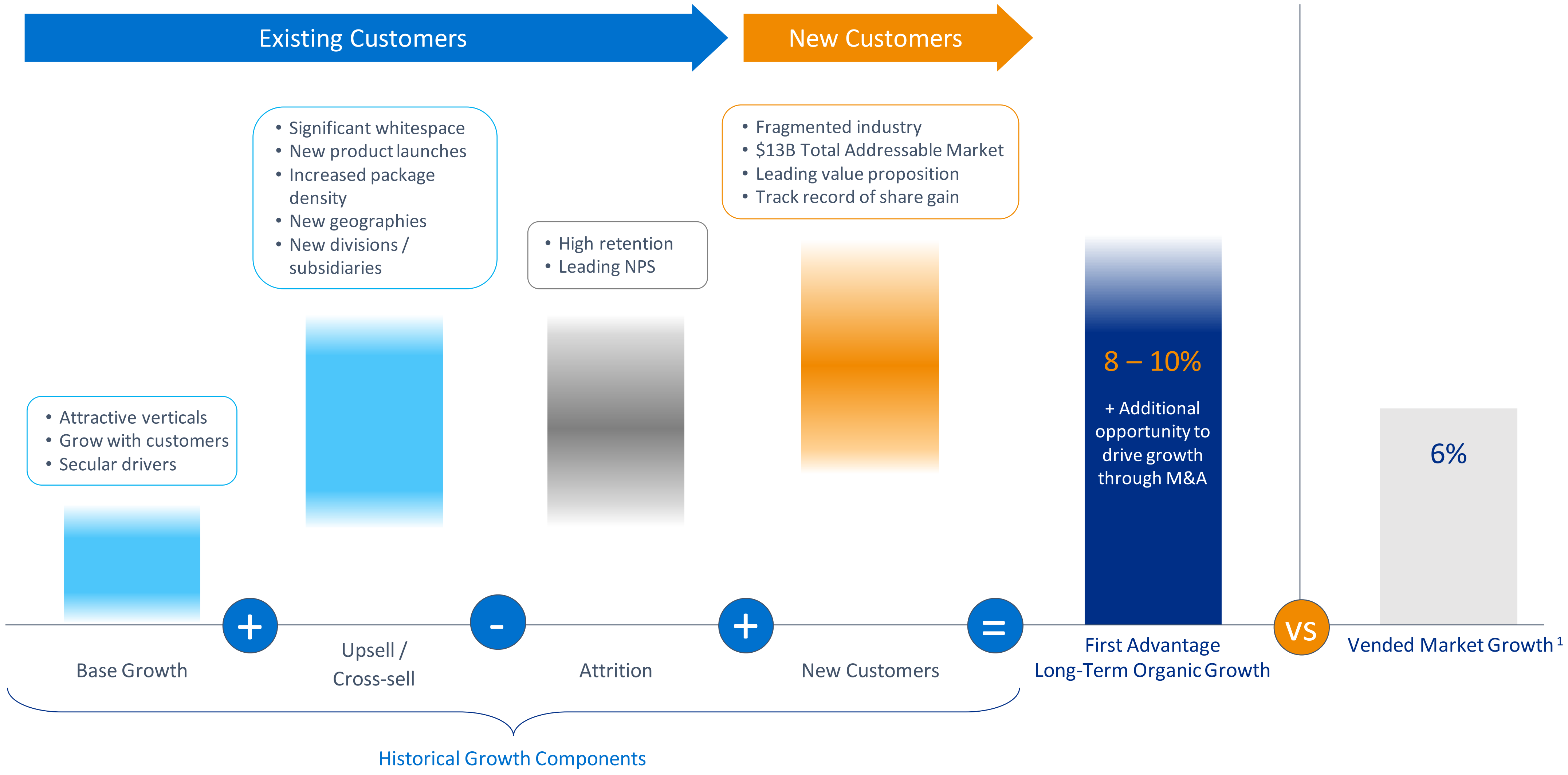
INVESTMENT HIGHLIGHTS

1. A global leader in a large, fragmented, and growing market
2. Diversified enterprise-focused customer base across attractive industry verticals due to verticalized go-to-market strategy
3. Digital technology, 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. Era of high velocity hiring creating long-term tailwinds and expected to continue to propel growth

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 four years (through 2026).

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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

	Predecessor					Successor											
	For the Quarters Ended				Period Ended	Period Ended	For the Quarters Ended										LTM
(in thousands)	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	Jun 30, 2022 Q2	Sep 30, 2022 Q3	Sep 30, 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	$ 14,236	$ 17,209	$ 59,843
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)	3,112	1,740	7,099
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	5,432	6,709	23,913
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	34,407	34,744	139,507
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	1,943	2,022	10,785
Transaction and acquisition-related charges [(a)]	—	—	349	849	22,840	9,446	76	56	568	3,984	382	2,144	2,804	1,498	1,179	1,908	7,389
Integration, restructuring, and other charges [(b)]	1,349	760	(200)	1,330	480	(121)	689	656	2,936	450	73	257	32	(889)	525	(144)	(476)
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**	**$ 60,834**	**$ 64,188**	**$ 248,060**
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	201,561	205,986	809,960
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%**	**7.1%**	**8.4%**	**7.4%**
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)%**	**277.6%**	**5.7%**	**(1252.2)%**
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%**	**30.2%**	**31.2%**	**30.6%**
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%**	**8.0%**	**0.4%**	**23.1%**

(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 includes incremental professional service fees incurred related to the initial public offering, subsequent one-time compliance efforts, and the registered common stock offering by certain selling stockholders in November 2021. The year ended December 31, 2021 (Successor) and nine months ended September 30, 2022 (Successor) also include 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 REVENUES

(in thousands)	Successor For the Quarter Ended Sep 30, 2022 Americas	International	Elimininations	Total revenues
Revenues, as reported (GAAP)	$ 176,091	$ 31,628	$ (1,733)	$ 205,986
Foreign currency translation impact [(a)]	53	3,312	92	3,457
Constant currency revenues	**$ 176,144**	**$ 34,940**	**$ (1,641)**	**$ 209,443**
Inorganic revenues				8,417
Organic constant currency revenues				**$ 201,026**

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

CONSTANT CURRENCY ADJUSTED EBITDA

(in thousands)	Successor For the Quarter Ended Sep 30, 2022
Adjusted EBITDA, as reported	$ 64,188
Foreign currency translation impact [(a)]	1,090
Constant currency Adjusted EBITDA	**$ 65,278**

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

ADJUSTED NET INCOME

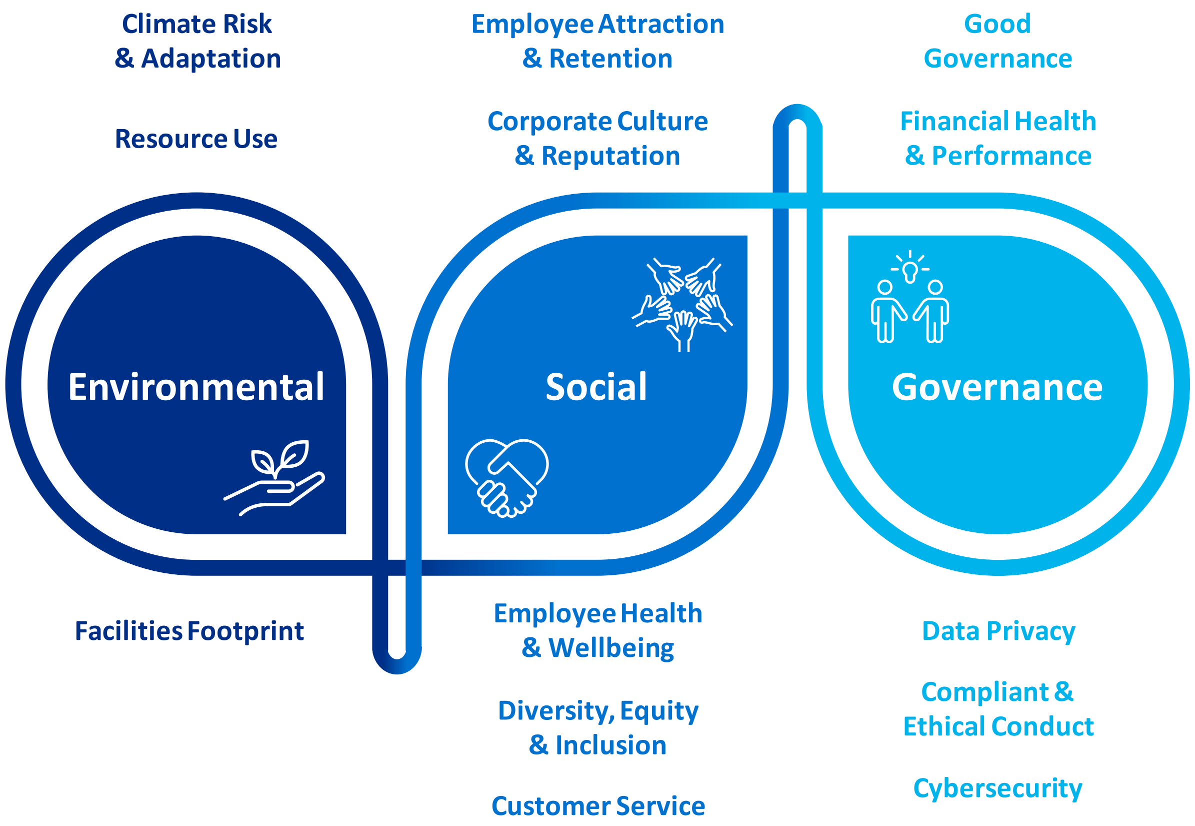
(in thousands)	Successor For the Quarters Ended Sep 30, 2021 Q3	Sep 30, 2022 Q3
Net income	$ 16,285	$ 17,209
Provision for income taxes	3,397	6,709
Income before provision for income taxes	19,682	23,918
Debt-related charges[a]	437	(3,545)
Acquisition-related depreciation and amortization[b]	31,749	28,927
Share-based compensation	1,343	2,022
Transaction and acquisition-related charges[c]	2,144	1,908
Integration, restructuring, and other charges [d]	257	(144)
Adjusted Net Income before income tax effect	55,612	53,086
Less: Income tax effect[e]	13,443	13,083
Adjusted Net Income	**$ 42,169**	**$ 40,003**

ADJUSTED DILUTED EPS

	Successor For the Quarters Ended Sep 30, 2021 Q3	Sep 30, 2022 Q3
Diluted net income per share (GAAP)	$ 0.11	$ 0.11
Adjusted Net Income adjustments per share		
Income taxes	0.02	0.04
Debt-related charges[a]	0.00	(0.02)
Acquisition-related depreciation and amortization[b]	0.21	0.19
Share-based compensation	0.01	0.01
Transaction and acquisition related charges[c]	0.01	0.01
Integration, restructuring, and other charges [d]	0.00	(0.00)
Adjusted income taxes[e]	(0.09)	(0.09)
Adjusted Diluted Earnings Per Share (Non-GAAP)	**$ 0.28**	**$ 0.26**
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)	152,400,419	152,357,307

(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 2022. The Company determined that the impact to the previous year, ($0.1) million for the three months ended September 30, 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 includes incremental professional service fees incurred related to the initial public offering and subsequent one-time compliance efforts. The three months ended September 30, 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 24.6% and 24.2% have been used to compute Adjusted Net Income and Adjusted Diluted Earnings Per Share for the three months ended September 30, 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.

COMMITTED TO SUPPORTING ESG PROGRAMS



Expanding Commitments to ESG

Sustainable Mindset

- Conducted 3rd party materiality assessment
- Consciously choosing eco-friendly facilities and optimizing facilities footprint; using state of the art datacenters employing renewable energy and eco-friendly technologies

FA Cares Volunteer Community

- Mobilizes employees across the U.S. to give back to our communities, with a goal to go global

Diversity, Equity & Inclusion

Engaging with our employees

- 22% improvement in employee engagement survey scores over five-year period, with 93% of global employees participating

Advancing DE&I

- 50% Female workforce
- Trained >200 people managers
- Conduct annual pulse surveys
- Focus on bias free performance management, job descriptions, and interview processes

Robust Governance

Board of Directors

- Well-qualified Directors of diverse backgrounds who oversee the Audit, Compensation, Nominating and Corporate Governance Committees

Internal ESG Committee

- Formed in 2021, led by Chief Human Resources Officer, and advances ESG-related considerations throughout organization

Robust Compliance Training

- All employees undergo compliance, fraud, and ethics training

Note: Statistics as of 12/31/2021