First Advantage

Q1 2024
EARNINGS PRESENTATION

May 9, 2024

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, and uncertainty in financial markets; 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; the failure to complete or realize the expected benefits of our acquisition of Sterling Check Corp.; 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, 2023, 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 or will be 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 (loss) income as a measure of financial performance or cash provided by 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 (loss) 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 (loss) 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.

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Q1 2024 HIGHLIGHTS & STERLING ACQUISITION UPDATE

Scott Staples

Chief Executive Officer

Q1 2024 KEY MESSAGES

1 Q1 '24 results at-or-above communicated expectations; Reaffirming full-year 2024 guidance

2 Continue to make significant progress on strategic initiatives and enhancing customer value proposition

3 Sterling acquisition process progressing, with required filings submitted

1 Q1 ’24 RESULTS AT-OR-ABOVE COMMUNICATED EXPECTATIONS

Revenues | **$169.4M** *(3.5%)* *YoY Change*

Adjusted EBITDA[1] | **$46.6M** *27.5%* *Adj. EBITDA Margin[1]*

Adjusted Net Income[1] | **$24.8M** *$0.17* *Adj. Diluted EPS[1]*

Operating Cash Flow | **$38.3M**

Q1 ’24 results position company well to achieve full-year 2024 guidance

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

2 CONTINUE TO MAKE PROGRESS ON STRATEGIC INITIATIVES AND ENHANCING CUSTOMER VALUE PROPOSITION

Generative AI
The Next Evolution In Our Data Science Journey

Announced next gen proprietary Right ID™ identity fraud solution in the U.S.

- Leverages responsible generative AI and machine learning
- Flags inconsistencies in identity information submitted to address potential identity fraud

Rolled out next gen Profile Advantage® platform globally

- Features a new user interface
- API-first technology delivers a consistent experience from screen-to-hire

Continue to invest in AI-enabled solutions

- Improving internal operational efficiencies to drive margin expansion and customer savings
- Examples: AI for U.S. criminal data, SmartHub™, Customer Care Click. Chat. Call support platform

Enabling innovative, faster, and easier solutions for customers and applicants

Collaborate
Annual Customer Conference

COLLABORATE

April 17-19, 2024

8th	**Year**
#1	**Industry Conference**
Record	**Attendance**
20+	**Sessions**
ARIA	**Venue**

Connecting with current and prospective customers

Building and expanding relationships

3 STERLING ACQUISITION PROCESS PROGRESSING

DEVELOPMENTS

- Formed integration management committee
  - Led by product and operations leaders
  - Dedicated teams developing plans across all functional departments in preparation for post-close integration
- Filed S-4 with the SEC at end of April
- No changes to closing timing expectations

BALANCE SHEET

- Secured fully committed financing
  - Anticipate requiring ~$1.6B of new term debt
- Expect pro forma net leverage of 4.2x – 4.4x at close
  - Targeting net leverage toward ~3x run-rate Adjusted EBITDA within 24 months of closing on transaction
  - Committed to 2-3x long-term net leverage target range
- Strong track record of reducing leverage

POST-CLOSE PRIORITIES

- Maintaining continuity with customers
- Focusing on integration
- Achieving synergies
  - At least $50M expected in 18-24 months post close
  - Expect to identify further upside opportunities post close and through the integration process
- De-leveraging balance sheet

Committed to a smooth transition, integration, and prudent capital management

FINANCIAL RESULTS & OUTLOOK

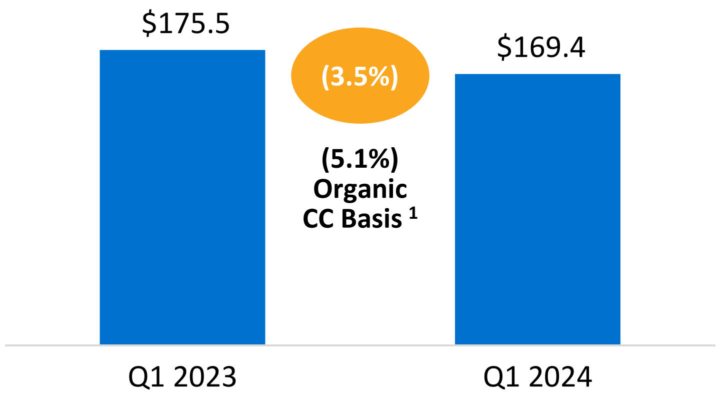
David Gamsey

EVP, Chief Financial Officer

Q1 2024 FINANCIAL RESULTS

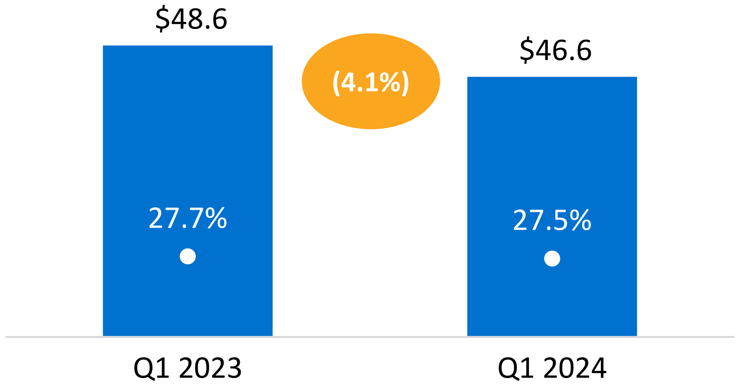
($ in millions, except per share data and percentages)

REVENUES



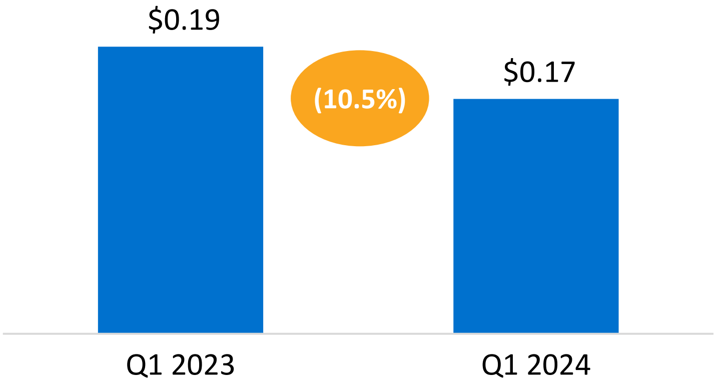
- Americas (2%) YoY primarily attributable to base weakness, substantially offset by **strength in new business revenues and upsell/cross sell**
- International (11%) YoY; **improvement in trend from past three quarters**
  - Softness in APAC and India, and EMEA to a lesser extent
- Infinite ID acquisition-related revenues: $2.8M

ADJUSTED EBITDA AND MARGIN[1]



- Q1’24 Adjusted EBITDA margin performed largely in line with prior year, down 20bps
- **Highly variable, flexible cost structure, disciplined approach to managing costs, and investments in automation remain key differentiators**

ADJUSTED DILUTED EARNINGS PER SHARE[1]



- Adjusted Diluted EPS declined YoY:
  - Lower Adjusted EBITDA dollars
  - Lower interest income due to August 2023 dividend and share repurchases
  - Favorable interest rate swap expired on 2/29/24
- Partly offset by:
  - **Effectiveness of 2023 share repurchases**

1. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Diluted Earnings Per Share, and Organic Constant Currency (“CC”) Revenues to their most directly comparable respective GAAP measures. Currency impact on revenues of $109k.

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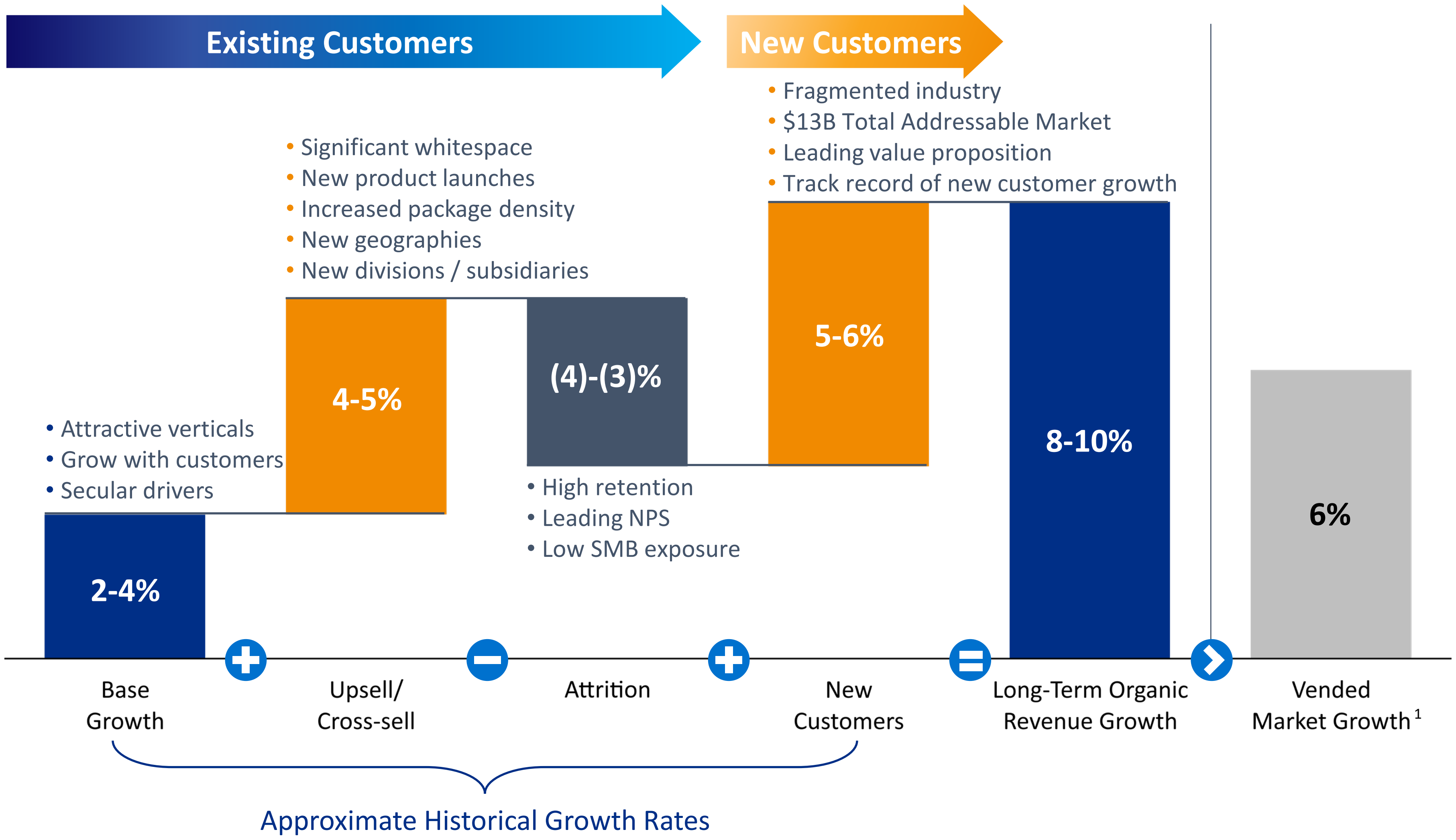
FIRST ADVANTAGE LONG-TERM REVENUE GROWTH TARGET SUPPORTED BY HISTORICAL GROWTH RATES



Strategy and Key Organic Growth Drivers:

- Continued focus on AI, automation, and technology
- Strong track record of innovation
- Vertical go-to-market strategy
- Applicant experience
- Quality and compliance
- Customer success
- Data

Note: Percentages subject to rounding.
1. Reflects vended market growth rate over the next two years (through 2026).

REVENUE GROWTH BREAKDOWN

	2021	2022	2023	Q1 '23	Q2 '23	Q3 '23	Q4 '23	Q1 '24
Upsell / Cross Sell	4%	4%	5%	5%	4%	4%	6%	4%
New Logos	8%	5%	4%	4%	5%	5%	4%	5%
Attrition	(3%)	(3%)	(3%)	(3%)	(3%)	(3%)	(3%)	(3%)
Gross Retention	97%	97%	97%	97%	97%	97%	97%	97%
Base Growth	26%	2%	(12%)	(13%)	(13%)	(9%)	(13%)	(11%)

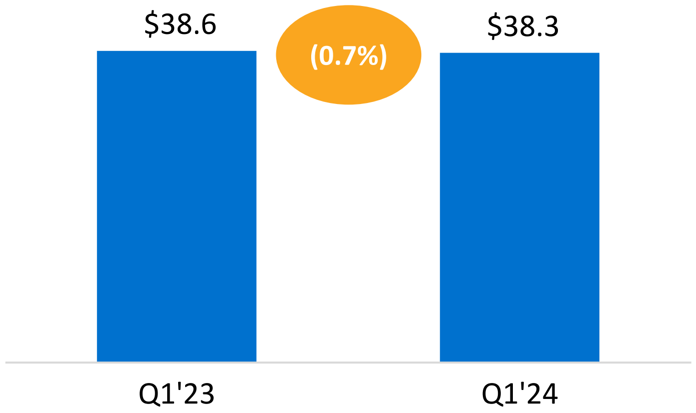
BALANCE SHEET STRENGTH PROVIDES FLEXIBILITY

CASH FLOW

- Variable and flexible cost structure enables strong cash flow conversion
- LTM Q1 ’24 cash flow from operations of $162.6M

CASH FLOW FROM OPERATIONS

($ in millions)



BALANCE SHEET AT 3/31/24

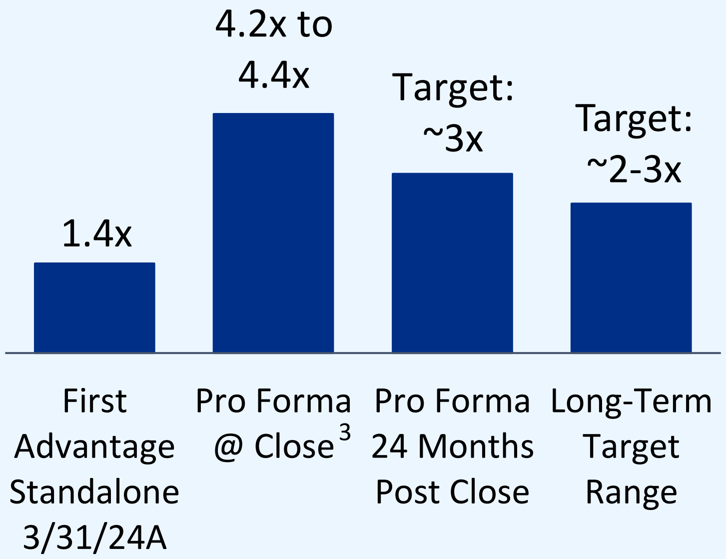
- Net leverage[1] of 1.4x
- Total available liquidity: $346M

($ in millions)

Debt	$565
Cash[2]	$246
LTM Adjusted EBITDA[4]	$236
Net Leverage as of 3/31/24[2]	**1.4x**

PRO FORMA FA + STER CAPITALIZATION & NET LEVERAGE

- Secured fully committed financing, 7-year term loan: ~$1.6B
- Minimum cash at close: $125M
- Revolver capacity at close: $250M



1. Net leverage calculated as (Debt – Cash and Cash Equivalents – Short-term Investments) / LTM Adjusted EBITDA.
2. Cash includes Cash and Cash Equivalents of $245.4M and Short-term Investments of $0.6M.
3. Pro forma net leverage at close will depend on timing of close. Net leverage in the range of 4.2x to 4.4x is based on a Q3’24 close.

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REAFFIRMING FIRST ADVANTAGE FULL-YEAR 2024 GUIDANCE

($ in millions, except per share **data**)	**FY 2024 Guidance**
Total Revenues	**$750 to $800**
YoY % Growth	***-2% to +5%***
Adjusted EBITDA	**$228 to $248**
Adjusted EBITDA Margin	***~31%***
Adjusted Net Income	**$127 to $142**
Adjusted Diluted Earnings Per Share	**$0.88 to $0.98**

Note:
- Actual results may differ materially from First Advantage's Full-Year 2024 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 (loss) income and (ii) Adjusted Diluted Earnings Per Share to GAAP diluted (loss) 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.
- "YoY % Growth" compares FY 2024 guidance range for total revenues to FY 2023 revenues results of $763.8M.
- See Adjusted Diluted Earnings Per Share bridge in appendix.

CLOSING REMARKS

Scott Staples

Chief Executive Officer

COMPANY SNAPSHOT & HIGHLIGHTS

A LEADING PROVIDER OF EMPLOYMENT BACKGROUND SCREENING, IDENTITY AND VERIFICATION SOLUTIONS

OUR MARKET

$13B Total Addressable Market

$7B Whitespace and Attractive Growth

OUR CUSTOMERS

30K+ Customers	**100M** Screens	**97%** Gross Retention	**12 Years** Average Tenure of Top 100 Customers

OUR TECHNOLOGY

1 Core Global Platform	**3,900+** API's and Bots Deployed	**765M+** Records in Proprietary Databases	**75+** Human Capital Management Software Integrations

OUR LTM Q1 2024 FINANCIALS

$758M Revenues *88% Americas* *12% International*	**$236M** Adjusted EBITDA[1]	**31%+** Adjusted EBITDA Margin[1]	**$163M** Cash Flow From Operations

Note: All metrics are approximate and as of and for the year ended December 31, 2023, unless otherwise noted.
1. Non-GAAP measure. See appendix for reconciliation of Adjusted EBITDA and Adjusted EBITDA Margin to their most directly comparable respective GAAP measures.

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APPENDIX

Supplemental Materials

INVESTMENT HIGHLIGHTS

1. A leader in a large, fragmented, and growing market
2. Diversified customer base across attractive industry verticals
3. Digital technology, artificial intelligence, automation, and machine learning enabling customers to hire smarter and onboard faster
4. Strong cash flow generation 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 offering 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

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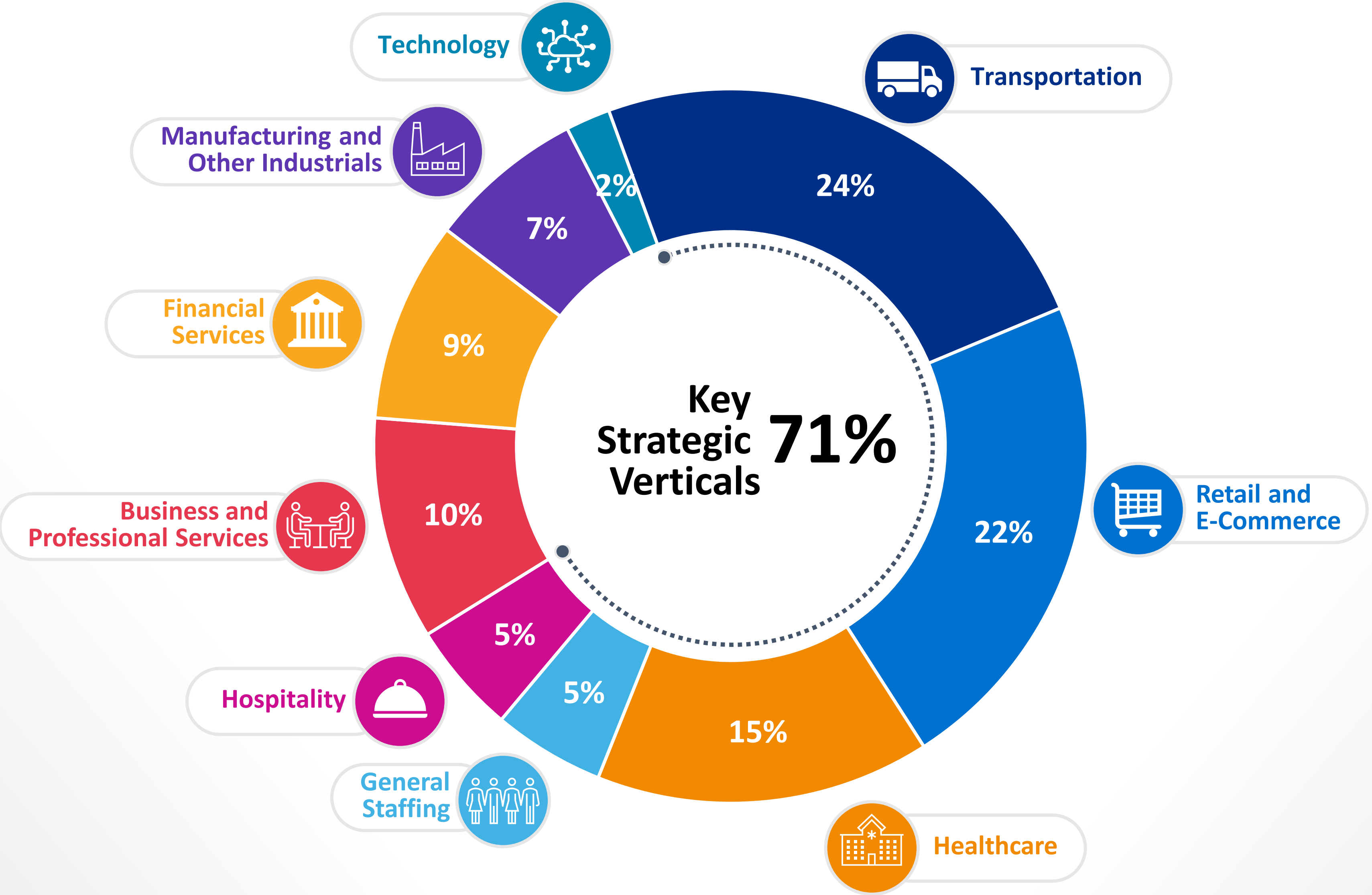
FULL YEAR 2023 REVENUE BREAKDOWN BY VERTICAL



Note: Represents each vertical as an approximate percentage of FY 2023 total revenues.

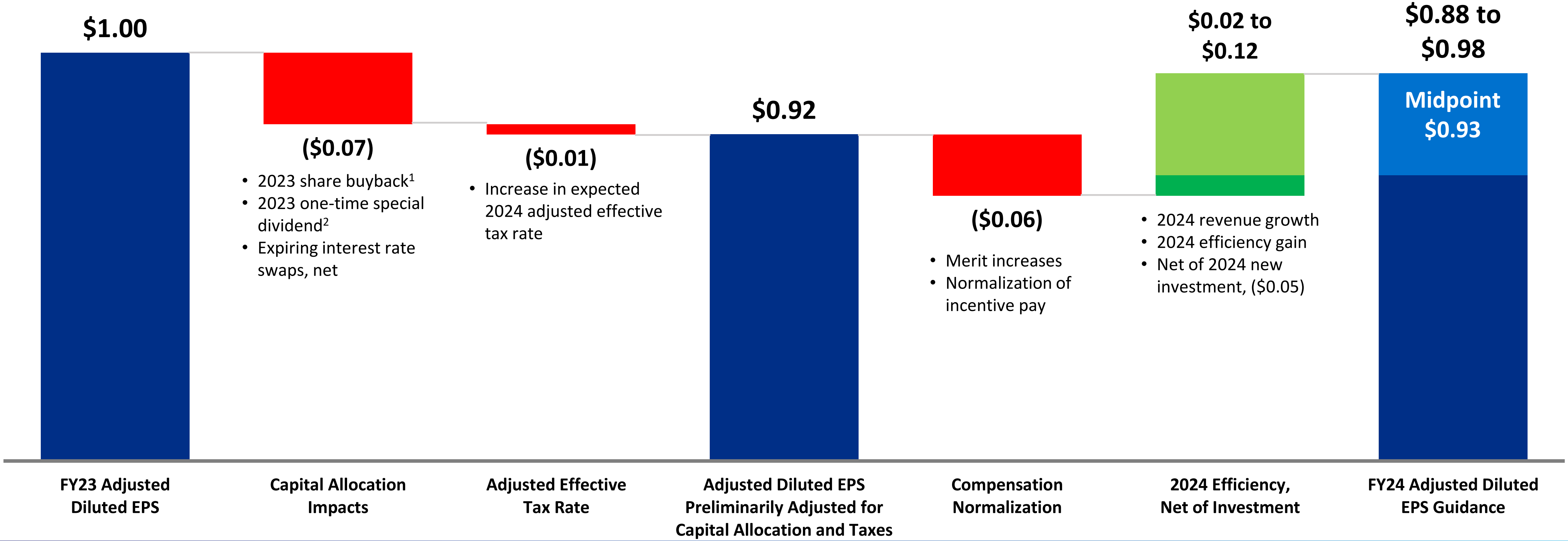
FIRST ADVANTAGE FULL-YEAR 2024 GUIDANCE DETAILS: MODELING ASSUMPTIONS

($ in millions; all values are approximate)	Assumption
Capital expenditures, including capitalized software development *2024 includes $3M of U.S. criminal data AI project and $4M of large-scale computer refresh project*	$30 – $33
Net interest expense, excluding amortization of financing fees and fair value gains/(losses) from interest rate swaps	$28 – $32
Depreciation and amortization excluding intangible amortization	$29 – $33
Negative foreign currency impact on revenues	<$1
Negative foreign currency impact on Adjusted EBITDA	<$1
Cash income tax payments	$37 – $40
Adjusted effective tax rate	24% – 25%
Fully diluted shares outstanding	~146M

Note: Actual results may differ materially from First Advantage's Full-Year 2024 Guidance as a result of, among other things, the factors described under "Forward-Looking Statements" in this presentation.

FIRST ADVANTAGE FULL-YEAR 2024 GUIDANCE DETAILS: ADJUSTED DILUTED EARNINGS PER SHARE BRIDGE

- 2024 Adjusted Diluted EPS guidance of $0.88 to $0.98 represents a decline of ($0.02) to ($0.12) compared to 2023 results
- Excluding the ($0.08) combined impact of the share repurchases in 2023, the 2023 one-time special dividend, expiring interest rate swaps (net), and increase in expected 2024 adjusted effective tax rate, 2024 Adjusted Diluted EPS guidance would reflect growth of ($0.04) to +$0.06



1. 2023 share buyback represents the benefit from the lower share count offset by lower interest income due to lower cash balances.
2. 2023 One-time special dividend represents lower interest income due to lower cash balances.

APPENDIX

Sterling Check Corp. Acquisition Details

STRATEGIC RATIONALE

Enhances Customer Value Proposition. Highly complementary and cost-effective background screening, identity, and verifications solutions unlock cross-sell opportunities and improve customer experience for combined customer base.

Drives Innovation. Enables increased investment in Artificial Intelligence and next-generation Digital Identification technologies to help customers Hire Smarter, Onboard Faster.®

Revenue Diversification Provides Greater Resilience. Provides greater product and vertical diversification, reducing seasonality and improving resource planning and operational efficiency.

Long-Term Value Creation. Accelerates First Advantage's objectives of driving long-term, profitable growth; expected to unlock at least $50 million of synergies, driving immediate double-digit Adjusted EPS accretion on run-rate basis and continued ability to compound EPS at teens growth rate over time.

World-Class Talent. Combined company to leverage best practices and talent from two high-performing cultures.

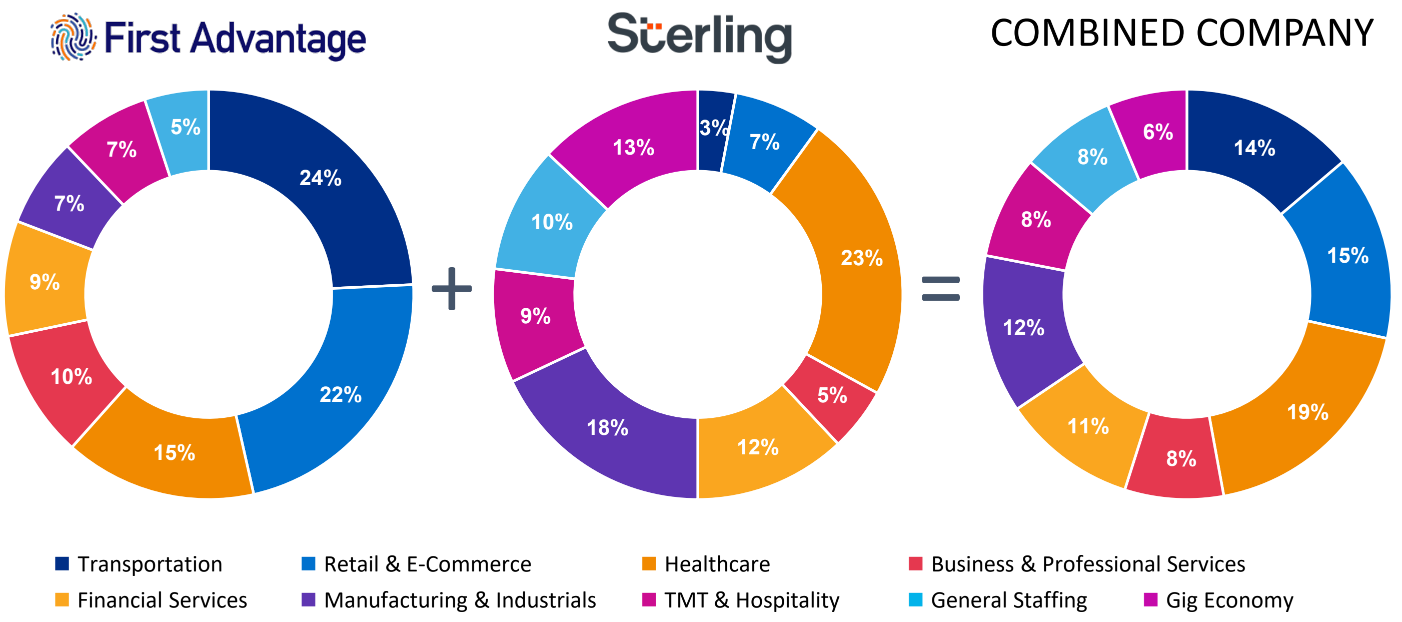
COMBINED COMPANY AT A GLANCE

OUR MARKET

$13B Total Addressable Market

$7B Whitespace and Attractive Growth

~$1.5B	200M+	~80K	200+
Combined Revenue[1]	Screens Annually	Customers	Countries and Territories



Greater diversification of revenue across customer segments, industries, and geographies

Complementary international footprint

Limited vertical overlap

Note: Represents each vertical as an approximate percentage of FY2023 total revenues.

1. Estimated pro forma revenue for combined company based on First Advantage and Sterling results for the twelve months ended 12/31/2023.

COMPLEMENTARY OFFERINGS AND ACCELERATED INNOVATION

Comprehensive Solutions

- Background Checks
- Drug / Health
- Digital Identity
- Work Verification
- Biometrics
- Extended Workforce
- Fleet/Driver Compliance
- Executive Screening
- Continuous Monitoring
- Hiring Tax Incentives
- Form I-9

Combined Capabilities

- ✓ Robust Tech Platforms
- ✓ Product Solutions
- ✓ Data Analytics
- ✓ Large Proprietary Datasets
- ✓ SmartHub™ / AI-Driven Intelligent Routing
- ✓ Third-Party Integrations

Accelerated Innovation

- ✓ Artificial Intelligence & Machine Learning
- ✓ Robotic Process Automation
- ✓ Next-Gen Digital Identification Technology

Combination enables accelerated investment in our products to fuel innovation and growth

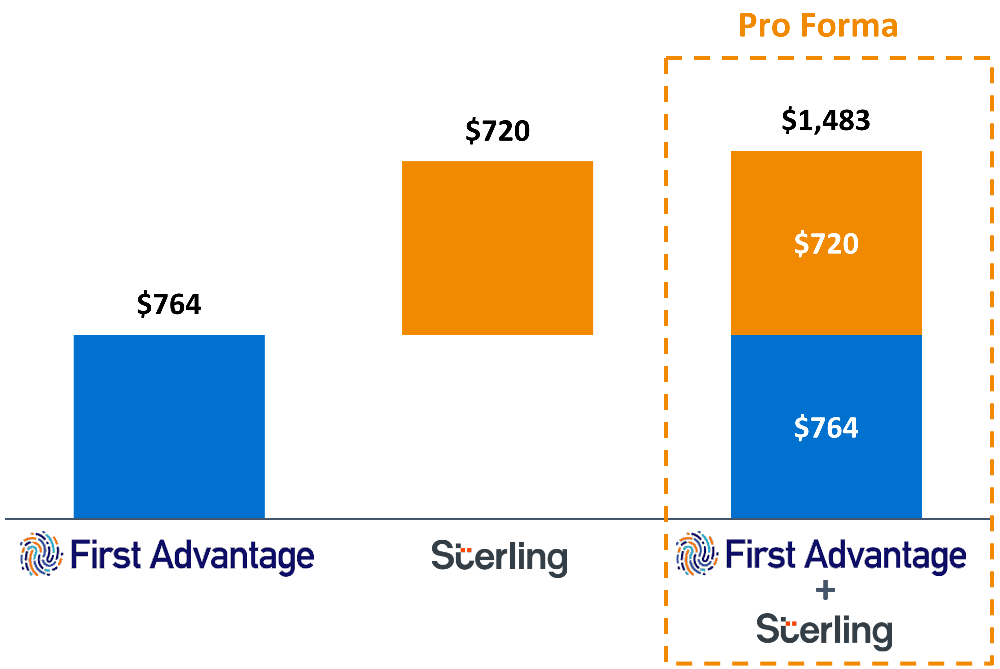
TRANSACTION SUMMARY

Transaction Structure	• Cash and stock transaction values Sterling at approximately $2.2 billion as of the date of the Merger Agreement including outstanding debt, representing synergized buy-in multiple at discount to First Advantage's trading multiple • Purchase price of $16.73 per Sterling share, representing premium of 35% / 26% to Sterling's closing price / 30D VWAP on 2/28/2024 • Transaction consideration comprised of approximately $1.2 billion in cash and 27.15 million shares of First Advantage common stock
Financial Impact	• Combined company with $1.5 billion in annual revenue[1] and $473 million in Adjusted EBITDA[1,2] including run-rate synergies • Transaction expected to result in at least $50 million in synergies to be realized within 18-24 months post-close • Transaction expected to drive immediate double-digit Adjusted EPS accretion assuming run-rate synergies, with accelerated earnings growth and accretion over time from topline development, synergy realization, and deleveraging
Financing	• ~$1.6 billion of new term debt, with fully committed financing secured • Ample balance sheet cash and $250M revolver capacity at close
Timing & Approvals	• Transaction remains subject to regulatory approvals and clearances, and customary closing conditions • Expect to close in approximately the third quarter of 2024
Ownership	• Upon closing, First Advantage shareholders and Sterling shareholders to own ~84% and ~16% of the combined company, respectively
Management & Governance	• Scott Staples to serve as CEO of the combined company • First Advantage to offer a board seat to Josh Peirez, CEO of Sterling • Headquarters to remain in Atlanta, GA

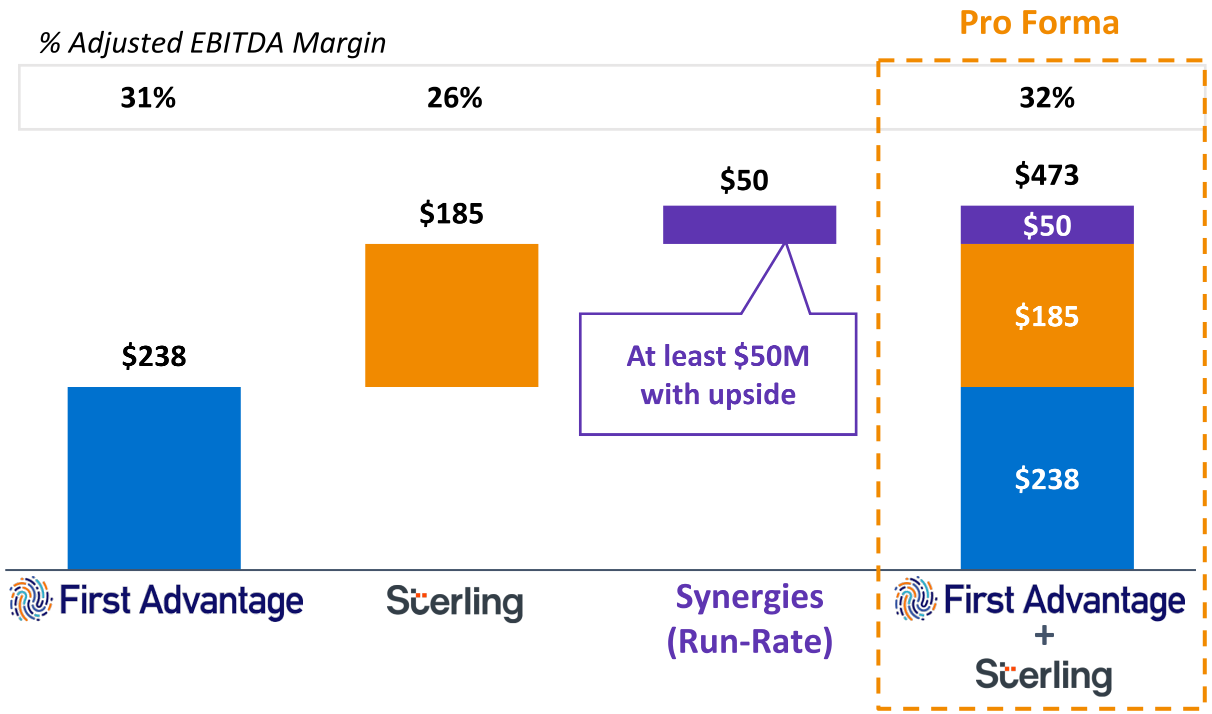
1. Estimated pro forma revenue and Adjusted EBITDA for combined company based on First Advantage and Sterling results for the twelve months ended 12/31/2023; Adjusted EBITDA includes $50 million of run-rate synergies.
2. Non-GAAP measure. See appendix for reconciliations of First Advantage and Sterling Adjusted EBITDA to their most directly comparable respective GAAP measures.

STRONG FINANCIAL PROFILE COMBINES GROWTH AND PROFITABILITY

FY 2023A Revenue[1] ($M)



FY 2023A Adjusted EBITDA[1,2] ($M)



Combination expected to generate double-digit Adjusted EPS accretion on run-rate basis[3] with continued ability to compound Adjusted EPS at teens growth rate over time

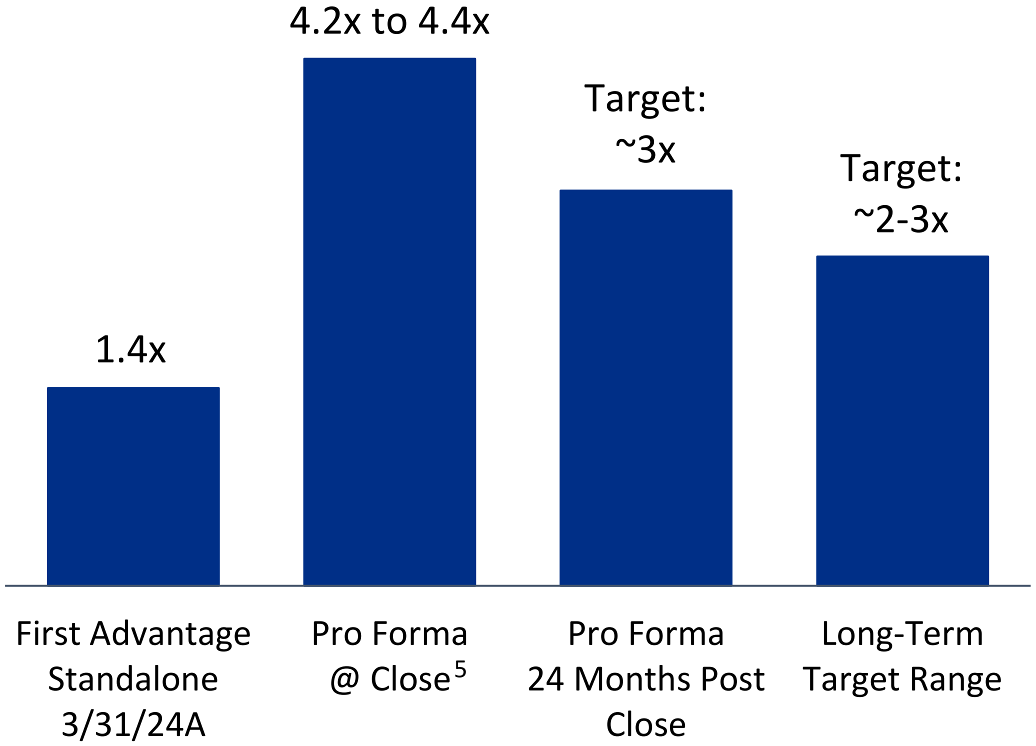
1. Estimated pro forma revenue and Adjusted EBITDA for combined company based on First Advantage and Sterling results for the twelve months ended 12/31/2023.
2. Non-GAAP measure. See appendix for reconciliations of First Advantage and Sterling Adjusted EBITDA to their most directly comparable respective GAAP measures.
3. Including $50M of run-rate synergies.

PRO FORMA CAPITALIZATION & LEVERAGE

Key Transaction Impacts

Pro Forma Capitalization	• New debt of **~$1.6B[1]**, combined with existing FA debt of **$565M**, brings gross debt to **~$2.15B** • Expected cash at close of **~$125M** • Implied net debt of ~**$2.0B** at close • Revolver capacity at close of **$250M[2]**
Synergies	• At least **$50M** run-rate synergies • Expected to be achieved within 18-24 months post-close
PF Interest Coverage[3]	• **>2.5x** at close
PF Cash Flow[4]	• ~$300M combined Cash Flow from Operations ('23A pro forma)
PF Fully Diluted Shares Outstanding	• ~173M

Net Leverage Ratio



1. Committed financing up to $1.8B, actual debt raise expected to be lower based on updated modeling assumptions impacting cash and fees associated with the transaction at the time of closing.
2. Represents available revolving credit facility that is expected to remain undrawn at closing.
3. Based on FY2023A Adjusted EBITDA less Capital Expenditures less Capitalized Software for combined company including $50 million in run-rate synergies.
4. Based on First Advantage and Sterling results for the twelve months ended 12/31/2023 plus after-tax run-rate synergy contribution.
5. Pro forma net leverage at close will depend on timing of close. Net leverage in the range of 4.2x to 4.4x is based on a Q3'24 close.

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APPENDIX

Reconciliations to GAAP Measures

ADJUSTED EBITDA

(in thousands, except percentages)	For the Quarters Ended Mar 31, 2023 Q1	Jun 30, 2023 Q2	Sep 30, 2023 Q3	Dec 31, 2023 Q4	Mar 31, 2024 Q1	LTM Mar 31, 2024
Net income (loss)	$ 1,925	$ 9,782	$ 10,773	$ 14,813	$ (2,908)	$ 32,460
Interest expense, net	8,681	3,887	7,557	12,915	3,570	27,929
Provision (benefit) for income taxes	681	3,968	4,881	1,653	(1,388)	9,114
Depreciation and amortization	31,866	32,056	32,419	33,132	29,822	127,429
Share-based compensation [a]	2,058	3,601	4,790	4,816	4,751	17,958
Transaction and acquisition-related charges [b]	1,071	1,190	1,571	532	11,992	15,285
Integration, restructuring, and other charges [c]	2,278	1,487	2,800	373	719	5,379
Adjusted EBITDA	**$ 48,560**	**$ 55,971**	**$ 64,791**	**$ 68,234**	**$ 46,558**	**$ 235,554**
Revenues	175,520	185,315	200,364	202,562	169,416	757,657
Net income (loss) margin	**1.1%**	**5.3%**	**5.4%**	**7.3%**	**(1.7)%**	**4.3%**
Net income (loss) Year/Year Growth	**(85.2)%**	**(31.3)%**	**(37.4)%**	**(26.5)%**	**(251.1)%**	**(39.3)%**
Adjusted EBITDA Margin	**27.7%**	**30.2%**	**32.3%**	**33.7%**	**27.5%**	**31.1%**
Adjusted EBITDA Year/Year Growth	**(9.4)%**	**(8.0)%**	**0.9%**	**(2.9)%**	**(4.1)%**	**(3.4)%**

(a) Share-based compensation for the quarters ended June 30, 2023, September 30, 2023, December 31, 2023, and March 31, 2024 include approximately $1.4 million, $2.6 million, $2.6 million, and $2.6 million of incrementally recognized expense, respectively, associated with the May 2023 vesting modification.

(b) 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. Transaction and acquisition related charges for the three months ended March 31, 2024 includes approximately $11.1 million of expense associated with the pending acquisition of Sterling, primarily consisting of legal, regulatory, and diligence professional service fees. Also includes insurance costs incurred related to the initial public offering.

(c) 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.

CONSTANT CURRENCY REVENUES

(in thousands)	For the Quarter Ended Mar 31, 2024 Americas	International	Elimininations	Total revenues
Revenues, as reported (GAAP)	$ 149,127	$ 22,023	$ (1,734)	$ 169,416
Foreign currency translation impact [a]	(46)	(73)	10	(109)
Constant currency revenues	**$ 149,081**	**$ 21,950**	**$ (1,724)**	**$ 169,307**
Inorganic revenues	2,809	—	—	2,809
Organic constant currency revenues	**$ 146,272**	**$ 21,950**	**$ (1,724)**	**$ 166,498**
Organic constant currency revenues growth	(3.8)%	(11.7)%	24.7%	(5.1)%

(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 Mar 31, 2024 Q1
Adjusted EBITDA, as reported	$ 46,558
Foreign currency translation impact [a]	4
Constant currency Adjusted EBITDA	**$ 46,562**

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

First Advantage

ADJUSTED NET INCOME

(in thousands)	For the Quarters Ended Mar 31, 2023 Q1	Mar 31, 2024 Q1
Net income (loss)	$ 1,925	$ (2,908)
Provision (benefit) for income taxes	681	(1,388)
Income (loss) before provision for income taxes	2,606	(4,296)
Debt-related charges[a]	4,468	(3,014)
Acquisition-related depreciation and amortization[b]	25,485	22,625
Share-based compensation[c]	2,058	4,751
Transaction and acquisition-related charges[d]	1,071	11,992
Integration, restructuring, and other charges[e]	2,278	719
Adjusted Net Income before income tax effect	37,966	32,777
Less: Adjusted income taxes[f]	9,602	7,991
Adjusted Net Income	**$ 28,364**	**$ 24,786**

ADJUSTED DILUTED EARNINGS PER SHARE

	For the Quarters Ended Mar 31, 2023 Q1	Mar 31, 2024 Q1
Diluted net income (loss) per share (GAAP)	$ 0.01	$ (0.02)
Adjusted Net Income adjustments per share		
Provision (benefit) for income taxes	0.00	(0.01)
Debt-related charges[a]	0.03	(0.02)
Acquisition-related depreciation and amortization[b]	0.17	0.16
Share-based compensation[c]	0.01	0.03
Transaction and acquisition-related charges[d]	0.01	0.08
Integration, restructuring, and other charges[e]	0.02	0.00
Adjusted income taxes[f]	(0.07)	(0.05)
Adjusted Diluted Earnings Per Share (Non-GAAP)	**$ 0.19**	**$ 0.17**
Weighted average number of shares outstanding used in computation of Adjusted Diluted Earnings Per Share:		
Weighted average number of shares outstanding—diluted (GAAP)	147,031,866	143,591,713
Options and restricted stock not included in weighted average number of shares outstanding—diluted (GAAP) (using treasury stock method)	—	2,110,928
Adjusted weighted average number of shares outstanding—diluted (Non-GAAP)	147,031,866	145,702,641

(a) Represents the non-cash interest expense related to the amortization of debt issuance costs for the 2021 February refinancing of the Company's First Lien Credit Facility. This adjustment also includes the impact of the change in fair value of interest rate swaps, which represents the difference between the fair value gains or losses and actual cash payments and receipts on the interest rate swaps.
(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) Share-based compensation for the three months ended March 31, 2024, includes approximately $2.6 million of incrementally recognized expense associated with the May 2023 vesting modification.
(d) 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. Transaction and acquisition related charges for the three months ended March 31, 2024 includes approximately $11.1 million of expense associated with the pending acquisition of Sterling, primarily consisting of legal, regulatory, and diligence professional service fees. The three months ended March 31, 2024 and 2023 also include insurance costs incurred related to the initial public offering.
(e) 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.
(f) Effective tax rates of approximately 24.4% and 25.3% have been used to compute Adjusted Net Income and Adjusted Diluted Earnings Per Share for the three months ended March 31, 2024 and 2023, respectively.

STERLING CHECK CORP. ADJUSTED EBITDA

(in thousands)	For the Year Ended Dec 31, 2023
Net loss	$ (116)
Income tax provision	12,367
Interest expense, net	36,233
Depreciation and amortization	62,853
Stock-based compensation	34,650
Transaction expenses[1]	12,878
Restructuring[2]	21,355
Technology Transformation[3]	3,922
Settlements impacting comparability[4]	131
Other[5]	751
Adjusted EBITDA	**$ 185,024**
Revenues	719,640
Net loss margin	**(0.0)%**
Adjusted EBITDA Margin	**25.7%**

(1) Consists of transaction expenses related to M&A, associated earn-outs, one-time public company transition expenses and ancillary non-recurring public company expenses and fees associated with financing transactions. For the year ended December 31, 2023, costs consisted primarily of $8.8 million of M&A related costs for the acquisitions of Socrates, A-Check and Vault, $1.2 million of M&A costs for the EBI acquisition primarily due to the acceleration of contract costs related to the completion of the EBI platform migration, and $2.9 million of registration statement costs, costs to support the secondary public offering in June 2023, one-time public company transition expenses and expenses related to executing Sterling's interest rate swap. For the year ended December 31, 2022, costs consisted primarily of $5.4 million of one-time public company transition expenses and ancillary non-recurring public company expenses and expenses related to Sterling's credit agreement refinancing, and $6.1 million related to M&A activity for the acquisitions of EBI and Socrates.

(2) Consists of restructuring-related costs, including executive recruiting and severance charges, and lease termination costs and disposal of fixed assets related to Sterling's real estate consolidation efforts. Beginning in 2020, Sterling began executing a virtual-first strategy, closing offices and reducing office space globally. In 2022, Sterling began executing on a restructuring program to realign senior leadership and functions with the goal of elevating Sterling's go-to-market strategy and accelerating Sterling's technology and product innovation. At the end of 2022, Sterling also launched Project Nucleus which Sterling expects to drive meaningful cost savings and efficiency gains in Sterling's cost of revenues. For the year ended December 31, 2023, costs consisted of $10.3 million in connection with executing against Sterling's real estate consolidation program, which included a $5.3 million impairment charge on ROU assets, $3.2 million of accelerated rent, facilities costs and other charges in connection with office closures, as well as $1.8 million of fixed asset disposals and $11.1 million of restructuring-related charges.

(3) Includes costs related to technology modernization, as well as costs related to decommissioning of on-premise production systems and redundant fulfillment systems of acquired companies and the migration to Sterling's platform. Sterling believes that these costs are discrete and non-recurring in nature, as they relate to a one-time restructuring and decommissioning of Sterling's on-premise production systems and corporate technological infrastructure and the move to a managed service provider, decommissioning redundant fulfillment systems and modernizing internal functional systems. As such, they are not normal, recurring operating expenses and are not reflective of ongoing trends in the cost of doing business. The significant majority of these are related to the last two phases of Project Ignite, a three-phase strategic investment initiative launched in 2019 to create an enterprise-class global platform, with the remainder related to an investment made to modernize internal functional systems in preparation for Sterling's public company infrastructure. Phase two of Project Ignite was completed in 2022 and phase three of Project Ignite was completed in the first quarter of 2023. For the year ended December 31, 2023, investment related to the conclusion of Project Ignite was $3.1 million and the remaining $0.8 million related to costs for decommissioning of the on-premise production system and decommissioning of the redundant fulfillment system of EBI and migrating onto Sterling's platform and decommissioning costs of the A-Check and Socrates systems.

(4) Consists of non-recurring settlements and the related legal fees impacting comparability. For the year ended December 31, 2023, costs include $0.1 million, net of insurance recovery, for a class action case settled during the period.

(5) Consists of gains or losses on foreign currency transactions and impairment of capitalized software.