

blackbaud®



# Blackbaud Investor Presentation

*Ticker: BLKB*

October 29, 2025

# Forward-looking Statements

This presentation contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements in this presentation consist of, among other things, statements regarding future operating results, all of which are based on current expectations, estimates, and forecasts, and the beliefs and assumptions of the Company's management. Words such as "believes," "seeks," "expects," "may," "might," "should," "intends," "could," "would," "likely," "will," "targets," "plans," "anticipates," "aims," "projects," "estimates," or any variations of such words and similar expressions are intended to identify such forward-looking statements. These forward-looking statements are subject to risks, uncertainties and assumptions that are difficult to predict. Accordingly, they should not be viewed as assurances of future performance, and actual results may differ materially and adversely from those expressed in any forward-looking statements. Factors that could cause actual results to differ materially from the Company's expectations expressed in this presentation include: expectations for continuing to successfully execute the Company's growth and operational improvement strategies; expectations of future growth in the social good software solutions market, segments within that market and the Company's total addressable market; expectations that achieving the Company's goals will extend its competitive advantage and provide improved product quality and innovative solutions for its customers; expectations that centers of excellence and use of best-of-breed platforms will drive increasing operating efficiency and contribute to margin improvement; expectations that the Company's financial position provides flexibility to fuel future growth through acquisitions or other opportunities; expectations that past acquisitions have expanded the Company's customer and market opportunities; risks associated with unfavorable media coverage; risks associated with acquisitions; risks inherent in the expansion of our international operations; the possibility of reduced growth or amount of charitable giving; uncertainty regarding increased business and renewals from existing customers; risks associated with implementation of software products; the ability to attract and retain key personnel; risks related to the Company's leverage, credit facility and share repurchase program; lengthy sales and implementation cycles; technological changes that make the Company's products and services less competitive; risk related to the adequacy of our data security procedures and cybersecurity and data protection risks and related liabilities and potential legal proceedings involving us and uncertainty regarding existing legal proceedings and the other risk factors set forth from time to time in the Company's SEC filings. Factors that could cause or contribute to such differences include, but are not limited to, those summarized under Risk Factors in the Company's most recent annual report on Form 10-K, and any quarterly reports on Forms 10-Q thereafter, copies of which are available free of charge at the SEC's website at [www.sec.gov](http://www.sec.gov) or upon request from the Company's investor relations department. Given these risks and uncertainties, you should not place undue reliance on these forward-looking statements. Also, forward-looking statements represent the Company's beliefs and assumptions only as of the date of this presentation. Except as required by law, the Company does not intend, and undertakes no obligation, to revise or update these forward-looking statements, or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

## Trademark Usage

All Blackbaud product names appearing herein are trademarks or registered trademarks of Blackbaud, Inc. This presentation contains trade names, trademarks and service marks of other companies. The Company does not intend its use or display of other parties' trade names, trademarks and service marks to imply a relationship with, or endorsement or sponsorship of, these other parties.

# Historical Financials and Non-GAAP Financial Measures

**Use of Non-GAAP Financial Measures:** The Company has provided in this presentation financial information that has not been prepared in accordance with GAAP. The Company uses these non-GAAP financial measures internally in analyzing its financial results and believes they are useful to investors, as a supplement to GAAP measures, in evaluating the Company's ongoing operational performance. The Company believes that the use of these non-GAAP financial measures provides an additional tool for investors to use in evaluating ongoing operating results and trends and in comparing its financial results from period to period with other companies in the Company's industry, many of which present similar non-GAAP financial measures to investors. These non-GAAP financial measures may not be completely comparable to similarly titled measures of other companies due to potential differences in the exact method of calculation between companies. The Company believes that these non-GAAP financial measures reflect the Company's ongoing business in a manner that allows for meaningful period-to-period comparison and analysis of trends in the Company's business. Non-GAAP financial measures should not be considered in isolation from, or as a substitute for, financial information prepared in accordance with GAAP. Investors are encouraged to review the reconciliations of these non-GAAP measures to their most directly comparable GAAP financial measures.

Blackbaud discusses non-GAAP organic revenue growth measures, including non-GAAP organic revenue growth, non-GAAP organic revenue growth on a constant currency basis, non-GAAP organic recurring revenue growth, and non-GAAP organic recurring revenue growth on a constant currency basis, which Blackbaud believes provide useful information for evaluating the periodic growth of its business as well as growth on a consistent basis. Each measure of non-GAAP organic revenue growth excludes incremental acquisition-related revenue attributable to companies acquired in the current fiscal year. For companies acquired in the immediately preceding fiscal year, if any, each measure of non-GAAP organic revenue growth reflects presentation of full year incremental non-GAAP revenue derived from such companies as if they were combined throughout the prior period, and it includes the current period non-GAAP revenue attributable to those companies. In addition, each measure of non-GAAP organic revenue growth excludes prior period revenue associated with divested businesses. The exclusion of the prior period revenue is intended to present the results of the divested businesses within the results of the combined company for the same period of time in both the prior and current periods. Blackbaud believes this presentation provides a more comparable representation of our current business' organic revenue growth and revenue run-rate. In these materials, Blackbaud is presenting the following unaudited information: historical recurring and total revenue for the three and nine month periods ended September 30, 2025, for the fiscal year ended December 31, 2024 and the interim periods therein; calculations for recurring revenue growth and total revenue growth for the nine month period ended September 30, 2025 and the interim periods therein; and calculations of non-GAAP organic revenue growth, non-GAAP organic recurring revenue growth, non-GAAP organic revenue growth on a constant currency basis and non-GAAP organic recurring revenue growth on a constant currency basis for the same periods.

Rule of 40 is defined as non-GAAP organic revenue growth plus non-GAAP adjusted EBITDA margin. Non-GAAP adjusted EBITDA is defined as GAAP net income plus interest, net; income tax provision (benefit); depreciation; amortization of intangible assets from business combinations; amortization of software development costs; stock-based compensation; acquisition and disposition-related costs; employee severance; restructuring and other real estate activities; costs, net of insurance, related to the previously disclosed security incident discovered in May 2020 (the "Security Incident"); and impairment charges.

Non-GAAP free cash flow is defined as operating cash flow less capital expenditures, including costs required to be capitalized for software development, and capital expenditures for property and equipment. In addition, and in order to provide a meaningful basis for comparison, Blackbaud also uses non-GAAP adjusted free cash flow in analyzing its operating performance. Non-GAAP adjusted free cash flow is defined as operating cash flow less capital expenditures, including costs required to be capitalized for software development, capital expenditures for property and equipment, plus cash outflows, net of insurance, related to the Security Incident. Blackbaud believes non-GAAP free cash flow and non-GAAP adjusted free cash flow provide useful measures of the company's operating performance. Non-GAAP adjusted free cash flow is not intended to represent and should not be viewed as the amount of residual cash flow available for discretionary expenditures.

**Historical Financial Statements Being Presented:** In these materials, Blackbaud is presenting the following unaudited historical financial information: historical consolidated balance sheets as of the fiscal year ended December 31, 2024 and interim consolidated balance sheets for each of the quarters within fiscal 2025 and 2024; historical consolidated statements of comprehensive income for the fiscal year ended December 31, 2024 and interim consolidated statements of comprehensive income for each of the quarters within fiscal 2025 and 2024; historical consolidated statements of cash flows for the fiscal year ended December 31, 2024 and interim consolidated statements of cash flows for each of the interim year-to-date periods within fiscal 2025 and 2024; and historical non-GAAP financial information for the fiscal year ended December 31, 2024 and for each of the quarters within fiscal 2025 and 2024 as well as reconciliations of the non-GAAP measures to their most directly comparable GAAP measures and related non-GAAP adjustments. Blackbaud is providing this unaudited financial information to allow investors and analysts to more easily access and review the Company's historical consolidated financial data by including such information in one document.

**Reconciliation of GAAP to Non-GAAP Financial Measures:** Reconciliations of the most directly comparable GAAP measures to non-GAAP financial measures and related adjustments, as well as details of Blackbaud's methodology for calculating non-GAAP organic revenue growth, non-GAAP organic revenue growth on a constant currency basis, non-GAAP organic recurring revenue growth, non-GAAP organic recurring revenue growth on a constant currency basis and Rule of 40 can be found in the Appendix to these materials and on the "Investor Relations" page of the Company's website.

Blackbaud has not reconciled forward-looking non-GAAP financial measures contained in this investor material to their most directly comparable GAAP measures. Such reconciliations would require unreasonable efforts at this time to estimate and quantify with a reasonable degree of certainty various necessary GAAP components, including for example those related to compensation, acquisition transactions and integration, tax items or others that may arise. These components and other factors could materially impact the amount of the future directly comparable GAAP measures, which may differ significantly from their non-GAAP counterparts.

# Blackbaud Investment Pillars

## Rich Market Opportunity

---

- Global market leadership
- Significant available TAM
- Stable end markets
- Fragmented competitive landscape

## Innovation Driving Product Value

---

- AI empowering customers
- Leading the industry in Security encryption
- Product first approach driving 90%+ retention rates
- Portfolio depth and breadth is market leading
- Migration to 3rd party cloud enables leverage/efficiencies

## Attractive Financial Model

---

- 5 point operating plan driving organizational focus
- Enviably recurring revenue stream
- Revenue diversification
- Large and diverse customer base
- Repeated earnings growth
- Strong cash flows

## Purposeful Capital Allocation

---

- Programmatic share repurchase
- Focus on debt level to maintain optimal capital structure
- Targeted M&A to bolster innovation

# Blackbaud At-a-Glance

Clear market leader providing software that powers social impact

Mission critical software built to accelerate impact in fundraising, nonprofit financial management, digital giving, grantmaking, corporate social responsibility and education management



**40+**

years serving industry with demonstrated track record

**\$100B+**

donated, granted, and invested through our platforms every year

**\$1.1B**

annual recurring revenue<sup>1</sup>

**~40,000**

customers under contract<sup>2</sup>

**~2,600**

employees

**Millions**

of users and supporters in 100+ countries

<sup>1</sup> Non-GAAP, at mid-point of 2025 financial guidance, rounded to one decimal. Financial goals represent full year targets.

<sup>2</sup> Customers with contractual billing arrangements in 2024



# Business overview

# Blackbaud is the leading provider of software for powering social impact

We build, integrate and implement vertical-specific solutions purpose-built for the unique needs of our customers.



Using exclusive data, analytics and expertise, we deliver unparalleled insight and intelligence to the customers we serve.

We drive impact through dedicated customer support and training, along with strategic and managed services tailored to our customers.



With over four decades of experience, we are undisputed industry experts on technology for social good.



# Our core competencies expand what is possible for purpose-driven organizations



## Fundraising and Engagement

Fundraising  
Peer-to-Peer Fundraising  
Marketing



## Financial Management

Fund Accounting  
Financial Aid Management  
Tuition Management



## Grant and Award Management

Grantmaking  
Award Management



## Organizational and Program Management

Ticketing  
Education Management



## Social Responsibility

Employee Giving and Volunteering  
Grantmaking



## Payment Services

Merchant Services  
Payables



## Data Intelligence

Data Health  
Insights  
Performance

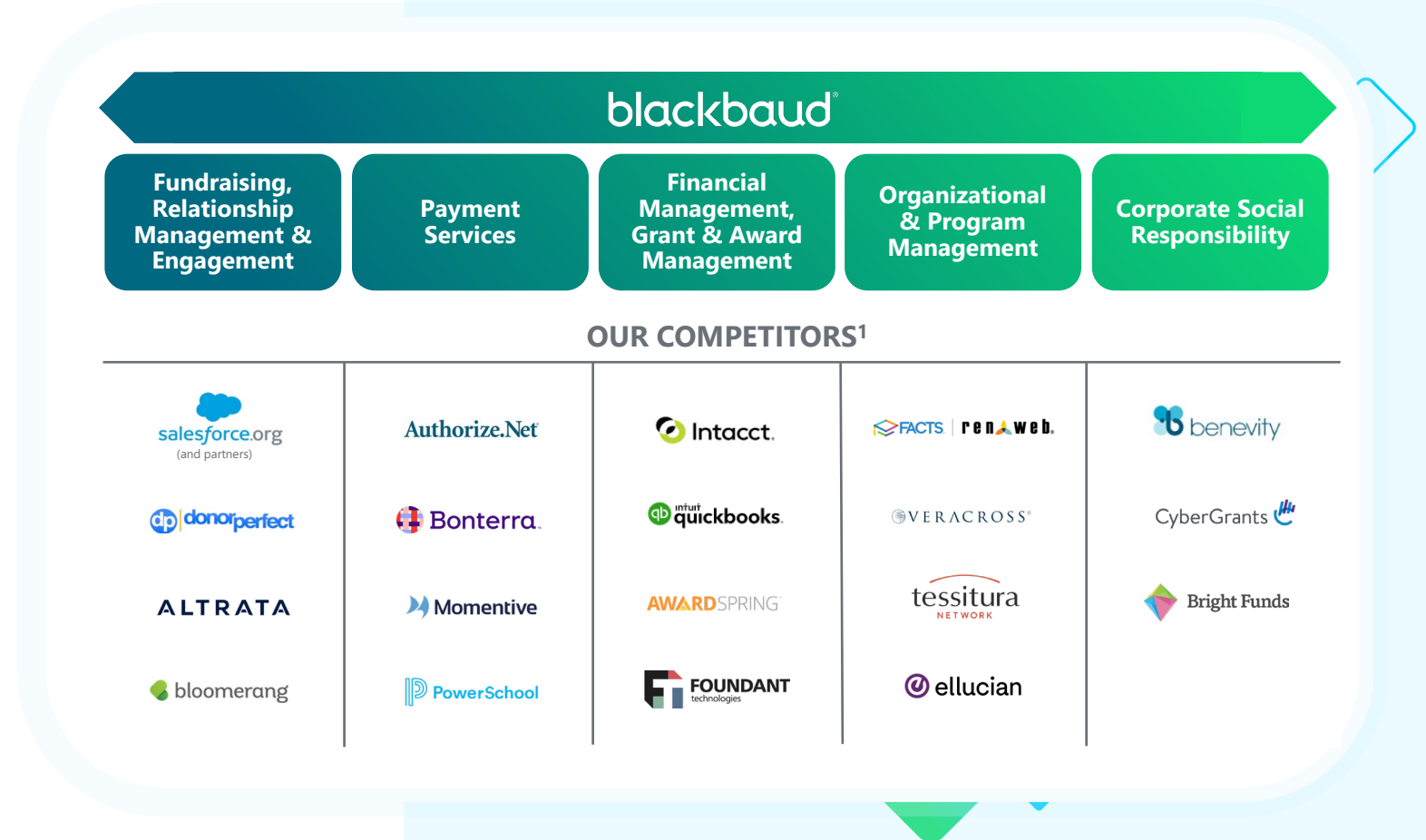


## Services

Consulting Services  
Implementation and Optimization Services

# Most comprehensive solution set that accelerates impact

- Blackbaud is the **leading provider of software** wholly dedicated to powering social impact
- Only Blackbaud offers a full portfolio of **purpose-built, integrated solutions**
- Highly **fragmented competition** offers single-point solutions
- Large customer base with **strong retention**



<sup>1</sup>Informed by internal competitive intelligence and analysis

# Fueling accelerated impact for our customers

**\$4.3B**

goal for the Campaign for Carolina exceeded a year early utilizing Blackbaud CRM

**300K**

meals packed by employees for Rise Against Hunger using YourCause® CSRconnect®

**\$400K**

raised through a virtual event powered by JustGiving® from Blackbaud® Peer-to-Peer Fundraising



**200%**

boost in fundraising, including a \$1 million gift, powered by Blackbaud Raiser's Edge NXT®

**100x**

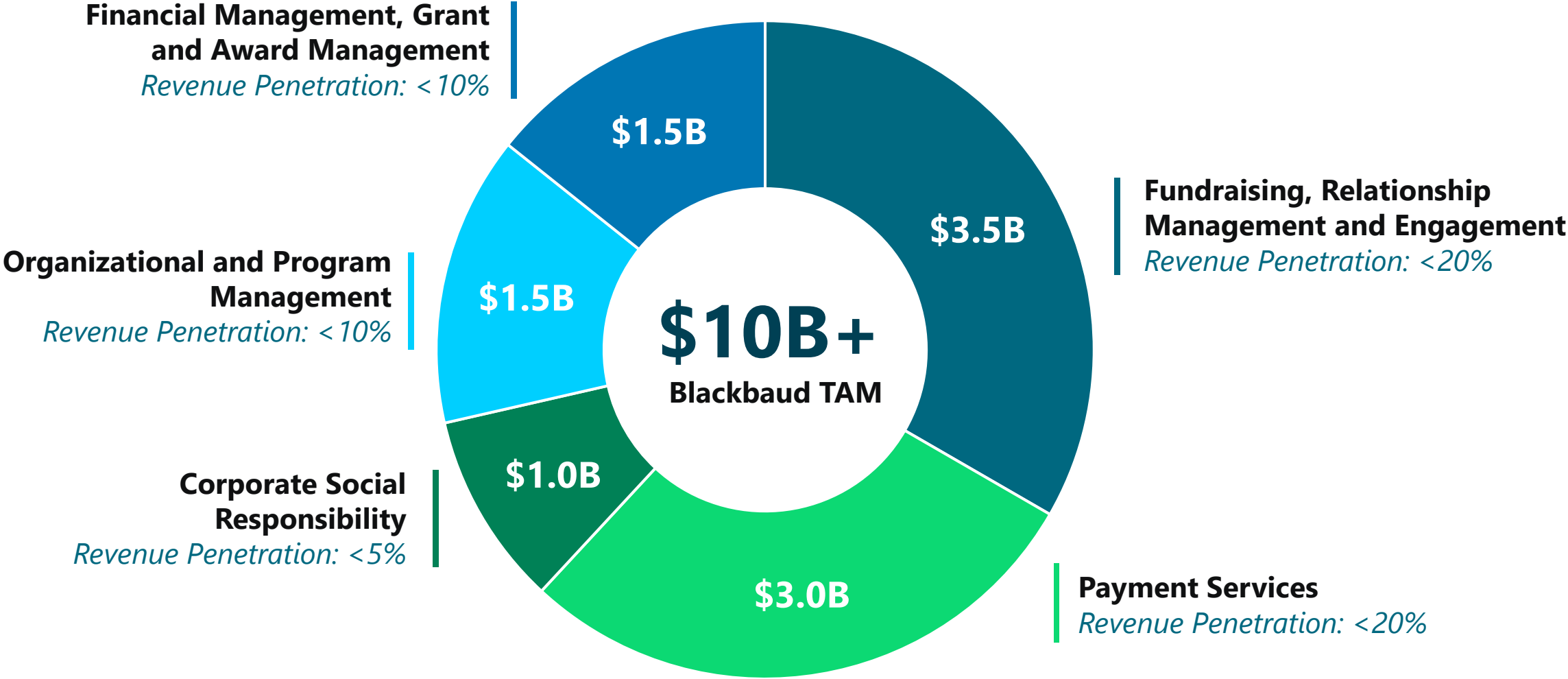
reduction in time setting up tuition account with Blackbaud's suite of education management solutions

**350%**

Increase in online donations after adoption of Blackbaud Altru and XTruLink, a Blackbaud partner



# Large and underpenetrated total addressable market

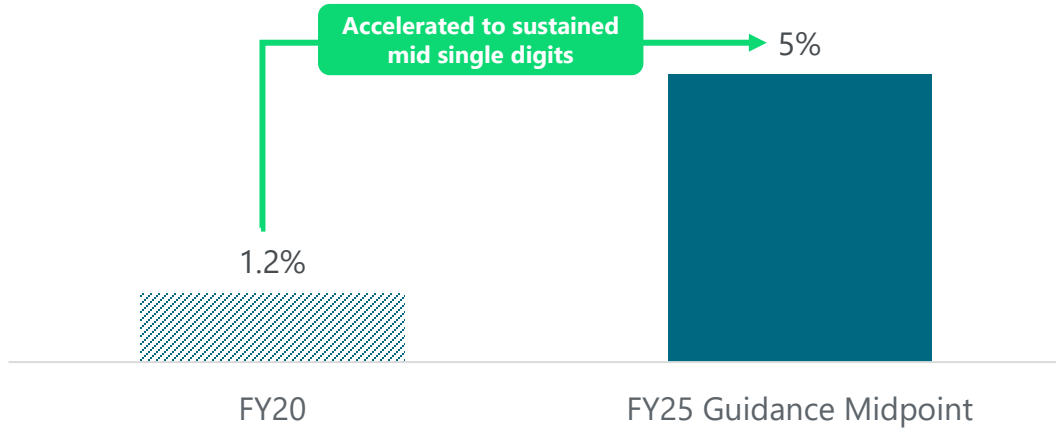


Sources: FY 2024 Blackbaud Revenue. Global Blackbaud TAM based on IRS data, Canadian Revenue Agency, Private School Universe, IPEDS, Dun & Bradstreet, HIMSS, Guidestar, S&P Global database, Small Business & Entrepreneurship Council, Blackbaud internal data

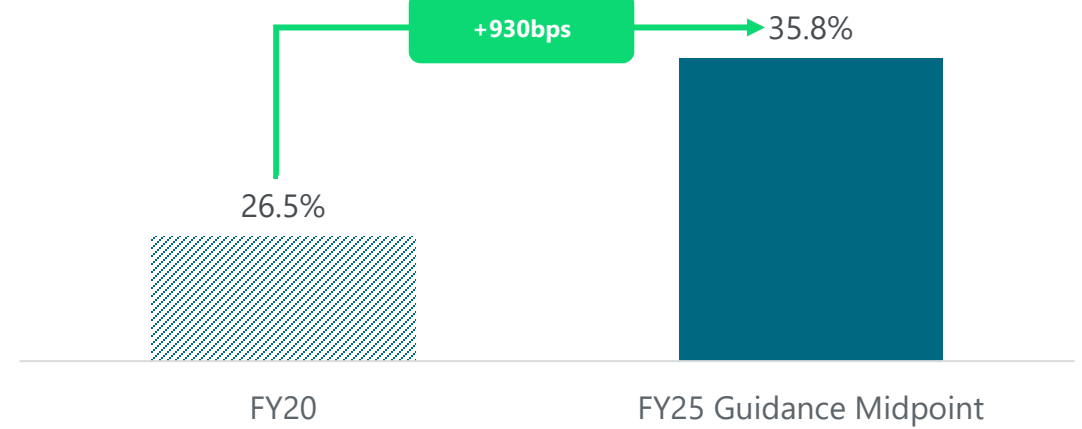


# Track record of improving financial performance

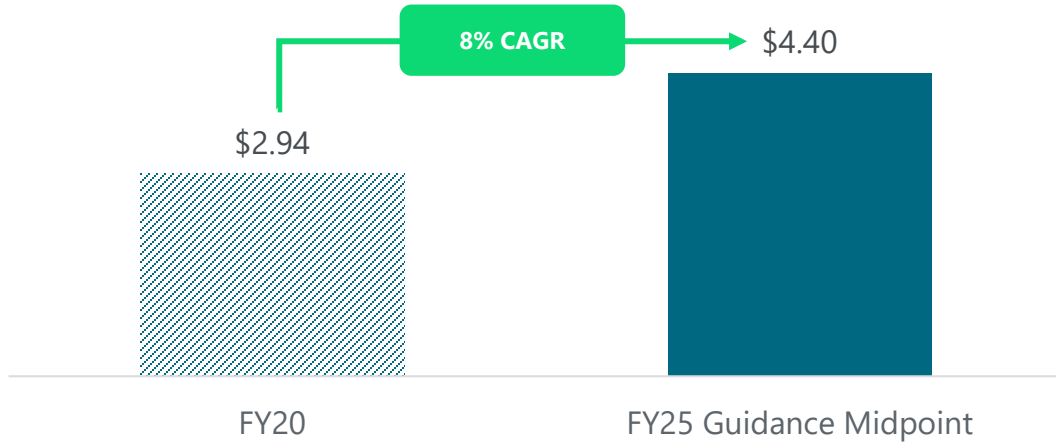
### Organic Revenue Growth



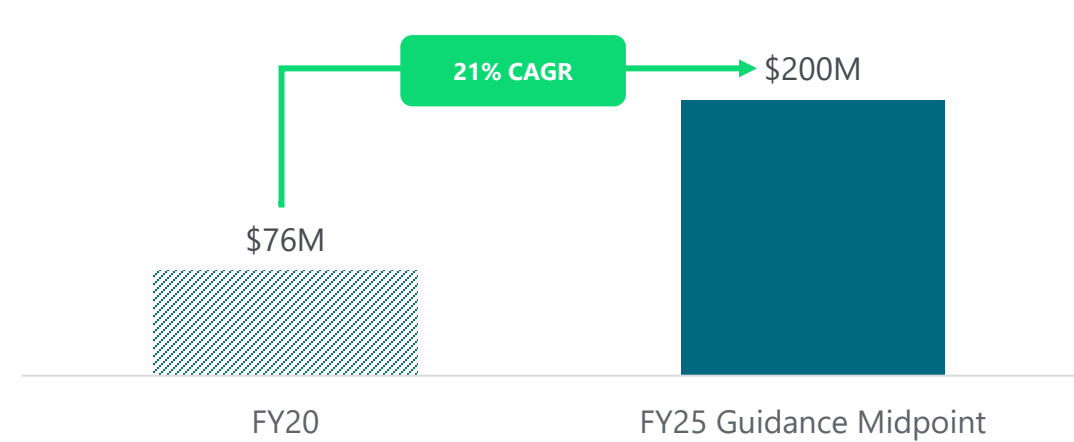
### Non-GAAP Adj. EBITDA Margin



### Non-GAAP Diluted EPS



### Adjusted Free Cash Flow



The background features several decorative geometric shapes. In the top-left corner, there is a large teal rounded square with a white outline of a diamond inside it. Below it is a smaller purple diamond. In the bottom-left, there is a teal rounded square and a purple diamond. In the bottom-right, there is a large teal rounded square with a smaller teal rounded square overlapping its top-left corner, and a white outline of a mountain-like shape below it. The text is centered in the middle of the slide.

# Update on operational initiatives

# Operating plan driving improved financial performance

1

Product  
Innovation and  
delivery

2

Bookings growth  
and acceleration

3

Transactional  
revenue  
optimization and  
expansion

4

Modernized approach  
to pricing and multi-  
year customer  
contracts

5

Keen attention  
to cost  
management

# Adding substantial value for customers through product delivery and innovation

## Blackbaud Development Agent

The Development Agent, the very first Agent for Good, will operate proactively to manage donor portfolios, communicate with supporters, follow through on outreach, and enable organizations to reach prospective donors they simply do not have capacity to today.

## New AI Updates and Integrations For Impact Edge™ CSR Reporting

Launched major updates for Blackbaud Impact Edge™, its AI-powered social impact solution, including smarter AI capabilities, enhanced analytics and measurement, and unparalleled data insights to help companies track and report on the impact of their employee giving, volunteering and grantmaking programs via a centralized dashboard.

## Blackbaud Agents for Good™

Blackbaud Agents for Good™, are agentic, virtual team members who can proactively take on complex tasks, workflows and initiatives. Seamlessly embedded in the trusted Blackbaud environment, these agents allow human practitioners to focus on the parts of the mission that only they can—relationships, storytelling and vision.

## Raiser's Edge NXT® + Constant Contact Integration

Embeds Constant Contact's powerful AI-driven digital marketing platform within Blackbaud Raiser's Edge NXT®, empowering social impact customers to reach and engage supporters more effectively.

## Blackbaud AI Improvements

Blackbaud AI will now integrate insights across business offices, enabling, for example, a fundraiser to simply chat with Blackbaud AI to draw on accounting data in order to share how a specific donor gift was spent in real-time—a level of connected insight no other platform on the market offers.

## UBIQ Strategic Investment

Focus of the investment will be on delivering a native integration, extending Blackbaud's Total School Solution to include UBIQ's cutting-edge suite of marketing and admissions tools with seamless data integration across the platform.

# Direct sales force focused on signing new logos as well as upsell and cross-sell opportunities

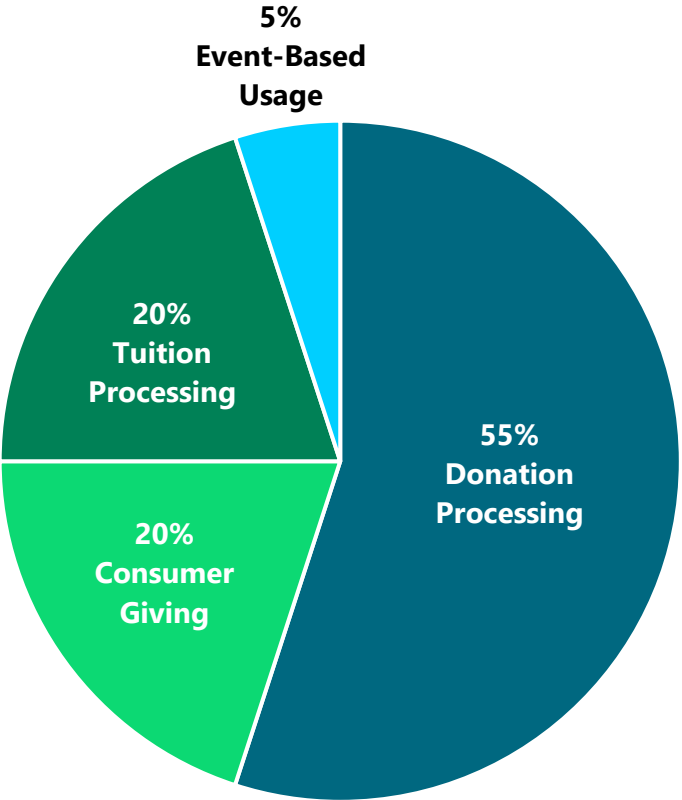


## Select recent sales wins

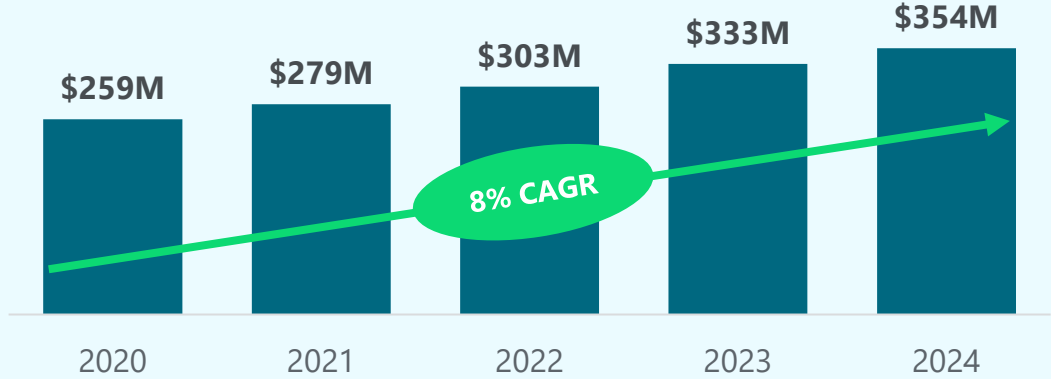


# Initiatives across resilient and diverse transactional revenue streams drive continued consistent growth

Transactional recurring revenue streams<sup>1</sup>



Transactional recurring revenue growth



- Strong momentum in consumer giving and tuition processing as payments further migrate online
- Rate increases across select areas of payments portfolio
- Additional payments solutions optimization to drive enhanced donor experience

<sup>1</sup> Based on 2024 transactional revenue



# Modernized renewal pricing provides better economics and visibility

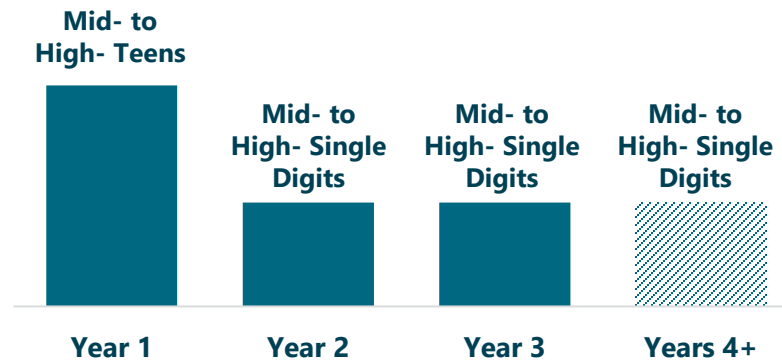
## RENEWAL APPROACH *(since March 2023)*

**Renewal Term** Primarily 3-year contract renewal terms

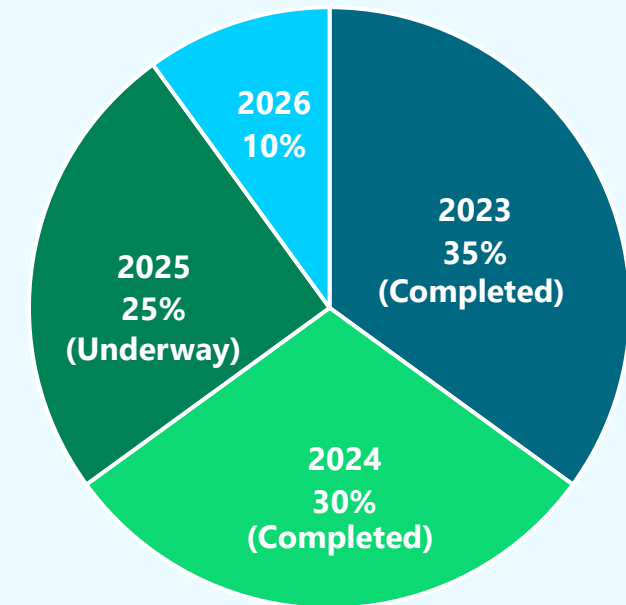
**Rate Increase at Renewal** Mid- to high-teens rate increase upon renewal

**Embedded Escalator in Multi-Year Contracts** Mid- to high-single digit rate increase embedded in both years 2 & 3

### Illustration of Rate Increase on a 3-Year Contract Renewal



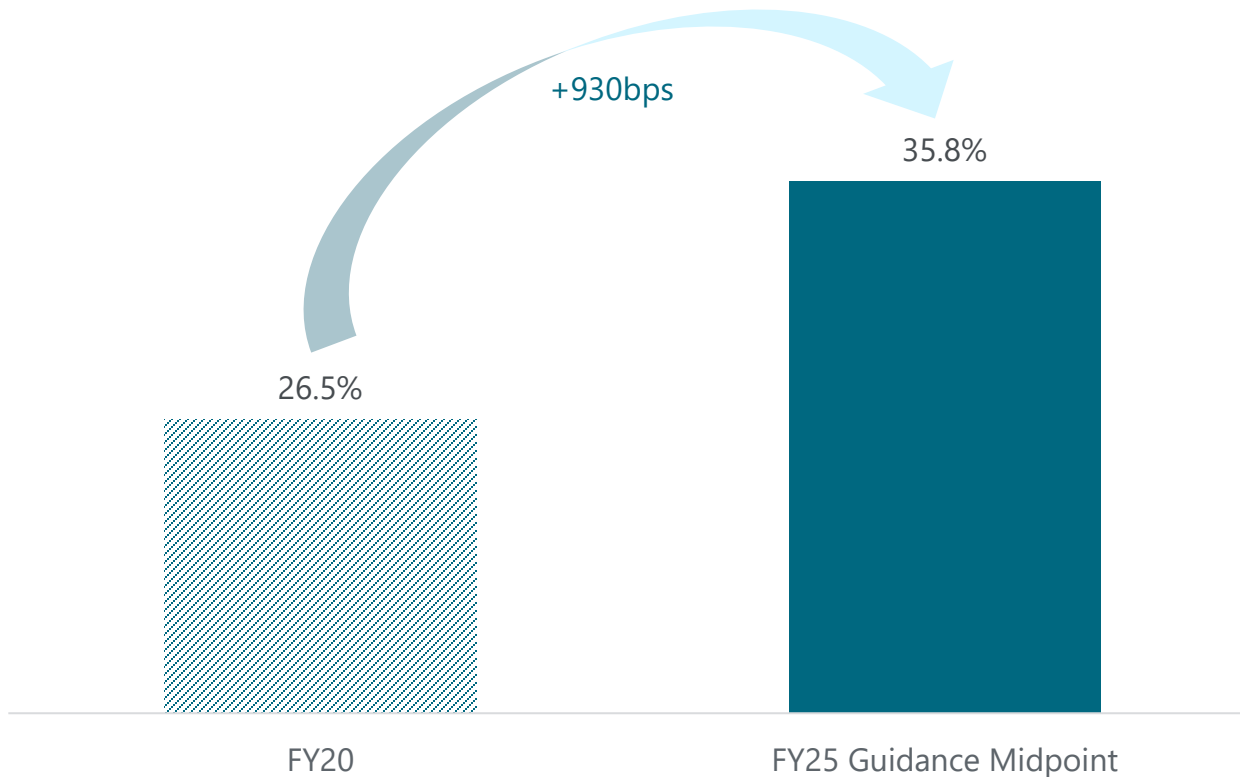
## Mix of contracts eligible for renewal rate increase by renewal year<sup>1</sup>



<sup>1</sup> Estimate as of end of July 2023, excludes new bookings.

# Keen attention to cost management will contribute to ongoing margin expansion

Non-GAAP Adj. EBITDA Margin



## Drivers of continued margin improvement:

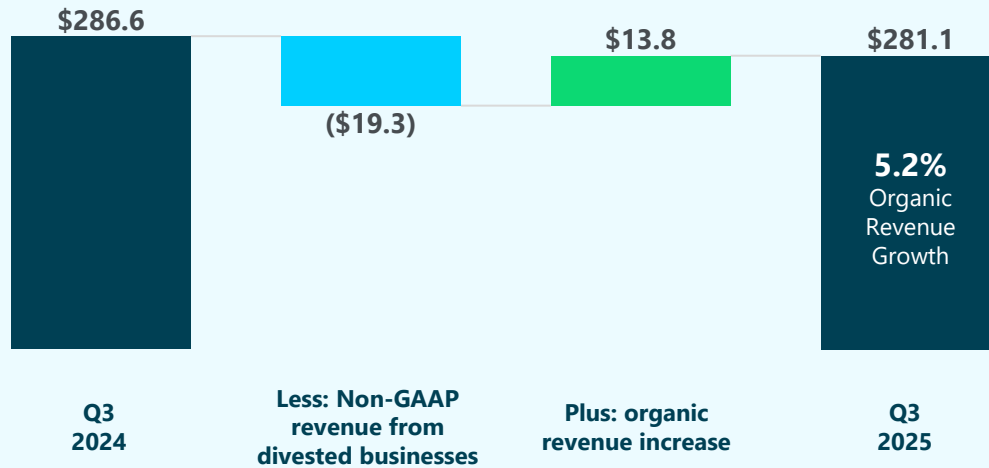
- Continue to manage cost structure to realize scale from expense base
- Gross margin improvement via continued platform modernization
- Data center consolidation as we complete migration to third party cloud (2 data centers remaining to close)
- Fall-through benefit from renewal price increases

The background features several decorative geometric shapes. In the top-left corner, there is a large teal rounded square with a white outline of a diamond inside it. Below it, a smaller purple-to-blue gradient diamond is positioned. In the bottom-left, there is a teal rounded square and a purple diamond. In the bottom-right, there is a large teal rounded square with a smaller cyan rounded square overlapping its top-left corner, and a white line forming a peak shape below it.

# Financial Outlook

# Q3 2025 Performance

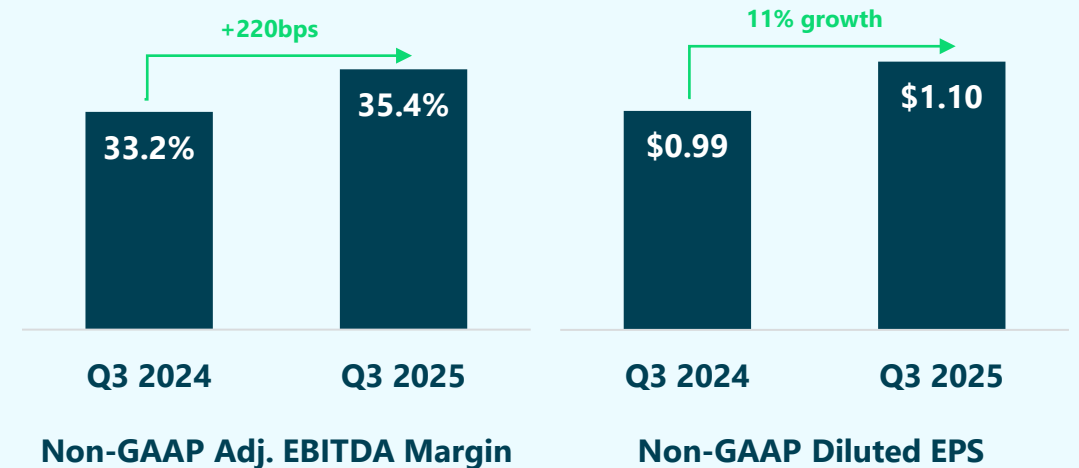
## Non-GAAP Organic Revenue Year over Year



### Revenue Highlights:

- Contractual recurring growth supported by sales bookings and modernized approach to renewal pricing launched in March '23.
- Strong transactional recurring growth in the quarter primarily driven by volume growth and improved rates.
- Note: Blackbaud divested EverFi business as of 12/31/24.

## Profitability Year over Year



### EBITDA and EPS Highlights:

- Keen focus on margin expansion opportunities, while at the same time making investments in the business in key areas like innovation, AI, and cybersecurity.
- More than 200bps improvement to non-GAAP adjusted EBITDA margin in Q3.
- Non-GAAP Diluted EPS growth of 11% in the quarter.
- Targeting full year double digit Non-GAAP Diluted EPS growth in 2026 and beyond driven by continued margin improvement and a purposeful capital allocation strategy.

# Increased 2025 total company guidance

Revised October 2025

Metric		Mid-Point	Prior Mid-Point
Total Revenue	\$1,120M - \$1,130M	\$1,125M	Unchanged from July 2025
Adjusted EBITDA Margin	35.4% - 36.2%	35.8%	Unchanged from July 2025
Diluted EPS	\$4.30 - \$4.50	\$4.40	Unchanged from July 2025
Adjusted Free Cash Flow	\$195M - \$205M	\$200M	\$195M



Organic revenue growth at constant currency of ~5% at the midpoint



Midpoint of adjusted EBITDA margin range implies ~7% growth after normalizing for EVERFI divestiture



Midpoint of Non-GAAP Diluted EPS range implies ~11% growth after normalizing for EVERFI divestiture

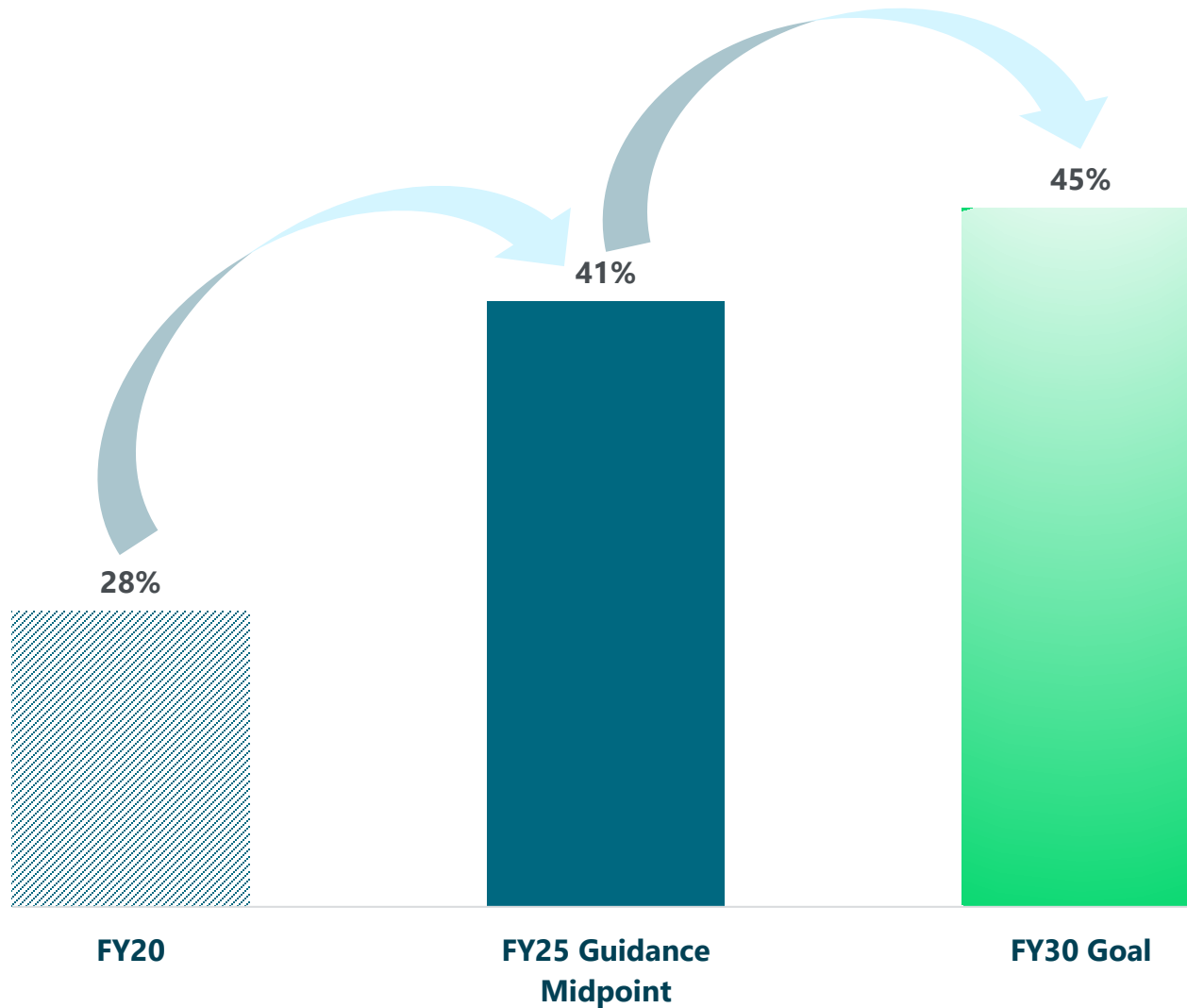


Adjusted free cash flow after incremental innovation expenditures

Non-GAAP. Assumptions included in full year 2025 financial guidance: Non-GAAP annualized effective tax rate of 24.5%; Interest expense for the year of \$66M - \$70M; Fully diluted shares for the year in the range of 48.5M - 49.5M; Capital expenditures for the year in the range of \$55M to \$65M, including approx. \$50M to \$60M of capitalized software development costs

In order to provide a meaningful basis for comparison, Blackbaud now uses non-GAAP adjusted free cash flow in analyzing its operating performance. Non-GAAP adjusted free cash flow is defined as operating cash flow less capital expenditures, including costs required to be capitalized for software development, capital expenditures for property and equipment, plus cash flow, net of insurance, related to the previously disclosed Security Incident. For full year 2025, Blackbaud currently expects net cash outlays of \$3 million to \$4 million for ongoing legal fees related to the Security Incident. In line with the Company's policy, all associated costs due to third-party service providers and consultants, including legal fees, are expensed as incurred.

# Rule of 45 by FY 2030

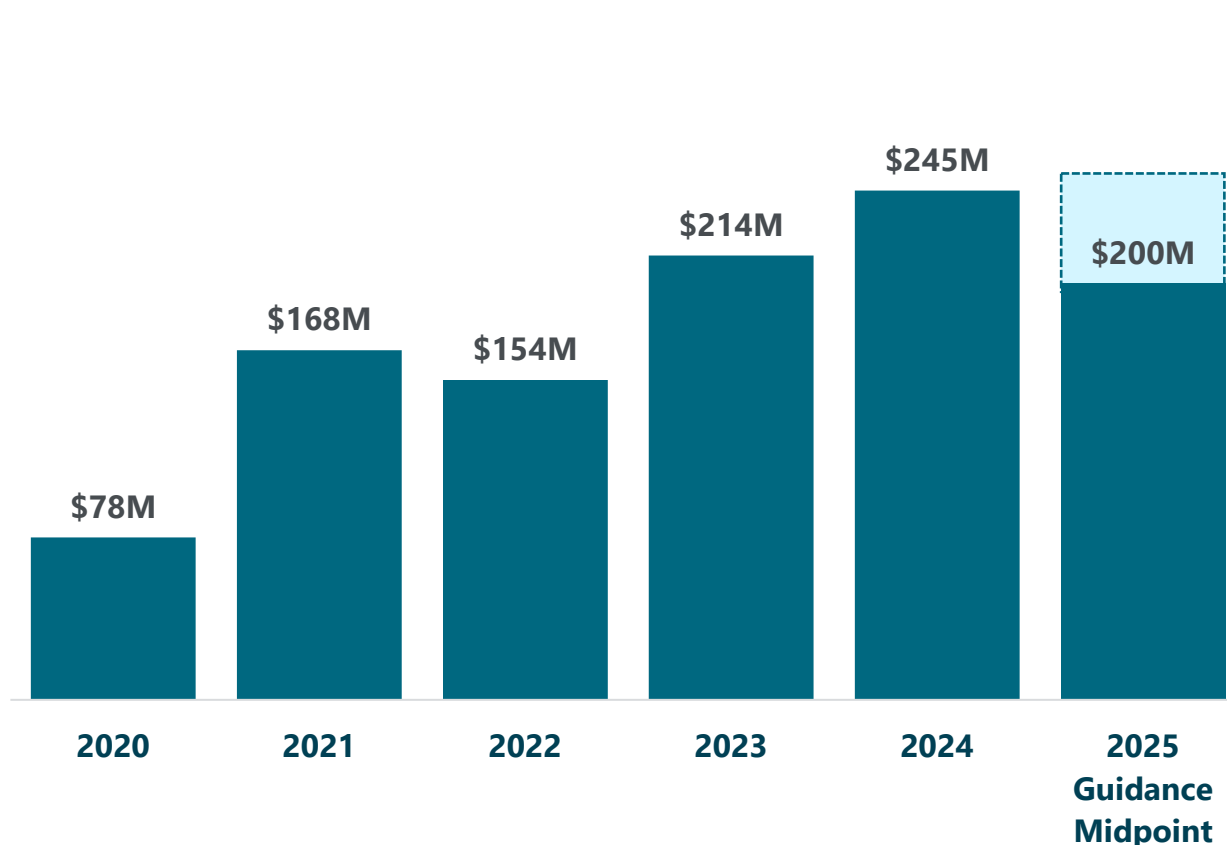


Rule of 40 measured by non-GAAP organic revenue growth plus non-GAAP Adjusted EBITDA margin.

- Goal of achieving Rule of 45 by FY2030 through a combination of consistent mid-single digit organic revenue growth and margin expansion
- Expect continued free cash flow margin expansion as improvements to Rule of 45 goal flow through to cash generation
- Leverage strong free cash flow to fuel a disciplined capital allocation strategy

# Strong free cash flow generation to fund investments and disciplined capital allocation strategy

Non-GAAP adjusted free cash flow<sup>1</sup>



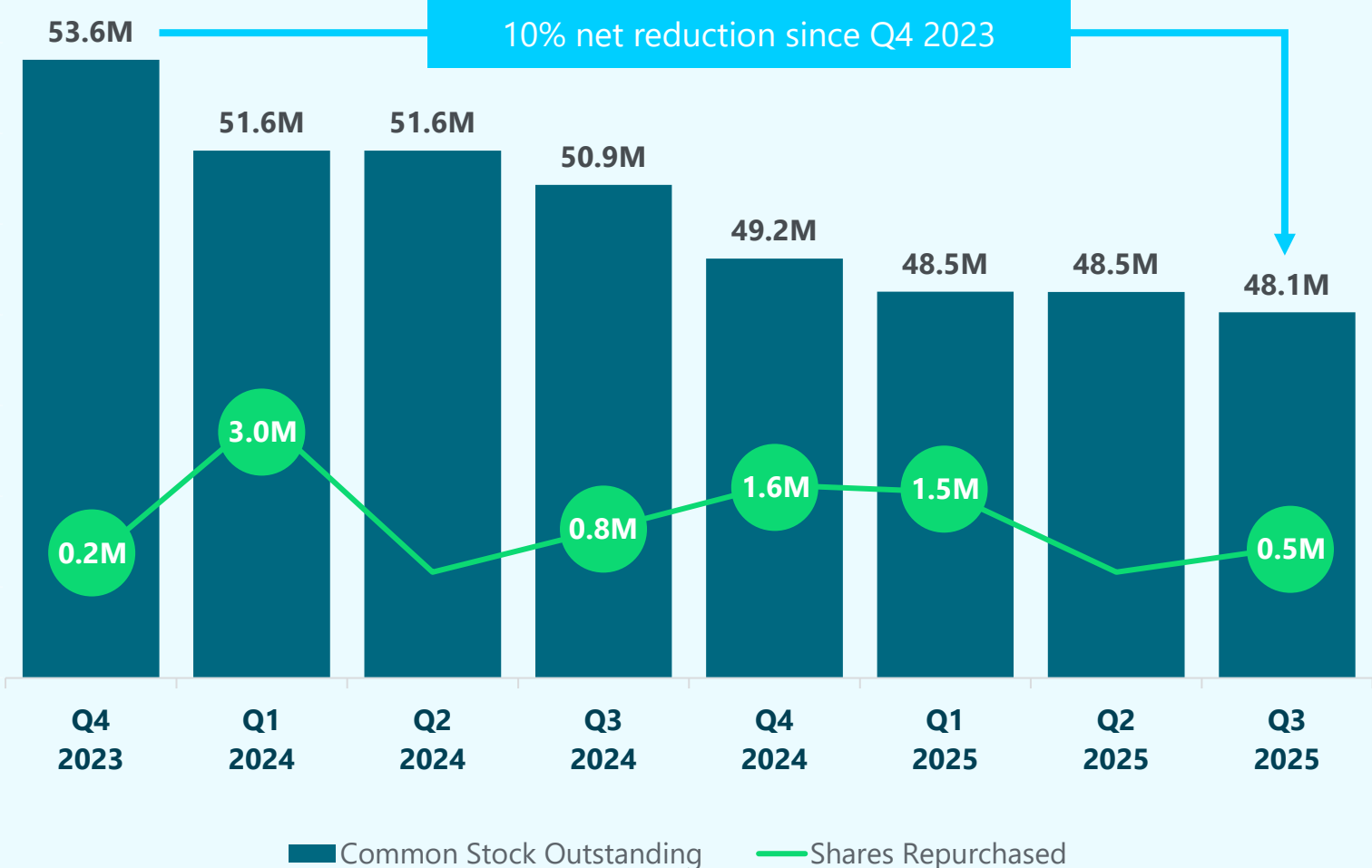
2025 Adjusted FCF Impact

Investments with Future Benefit to EBITDA and FCF	One-time cash release payment to the lessor in connection with the release of our lease for office space in Washington, DC which was acquired as part of the acquisition of EVERFI in December 2021	\$28M
	One-time investment for new office in India that will provide access to high quality and cost-effective tech talent	~\$5M
Interest Expense	~\$11 million of incremental interest expense related to the 2025 repurchase program. This is in addition to ~\$20 million of incremental interest in 2024 related to share repurchase	~\$11M
Other	Other factors including the timing of certain working capital items and divestiture related costs	~\$15M

1) FY 2025 figure reflects midpoint of guidance. Non-GAAP adjusted free cash flow is defined as operating cash flow less capital expenditures, including costs required to be capitalized for software development, capital expenditures for property and equipment, plus cash outflows, net of insurance, related to the previously disclosed Security Incident discovered in May 2020.

# Blackbaud has significantly reduced common stock outstanding

- Expect to repurchase 5.2% to 7.0% of common stock outstanding in 2025 and continue stock repurchases in 2026 and beyond<sup>1</sup>
- Since the beginning of 2024, have repurchased 16% of common stock outstanding on a gross basis (before dilution) and 10% of common stock outstanding on a net basis (after dilution)
- As of September 30, 2025, Blackbaud had approximately \$514 million remaining under its \$800 million authorization



<sup>1</sup>) The timing and amount of repurchases depends on several factors, including market and business conditions, the trading price of our common stock and the nature of other investment opportunities. The repurchase program may be limited, suspended or discontinued at any time without prior notice.



# Long-term capital allocation strategy focused on maximizing shareholder value

## Stock Repurchases

---

Blackbaud has reduced common stock outstanding by 10% since Q4 2023

Expect to continue stock repurchases in Q4 2025 and beyond. Preliminary estimated FY26 weighted average diluted share count of 46.5 to 47.5 million

## Debt Repayment

---

Manage debt balance to maintain optimal capital structure

## Accretive M&A

---

Target acquisition opportunities with high synergy value and a focus on vertical end markets already served by other Blackbaud products

# Blackbaud Investment Pillars

## Rich Market Opportunity

---

- Global market leadership
- Significant available TAM
- Stable end markets
- Fragmented competitive landscape

## Innovation Driving Product Value

---

- AI empowering customers
- Leading the industry in Security encryption
- Product first approach driving 90%+ retention rates
- Portfolio depth and breadth is market leading
- Migration to 3rd party cloud enables leverage/efficiencies

## Attractive Financial Model

---

- 5 point operating plan driving organizational focus
- Enviably recurring revenue stream
- Revenue diversification
- Large and diverse customer base
- Repeated earnings growth
- Strong cash flows

## Purposeful Capital Allocation

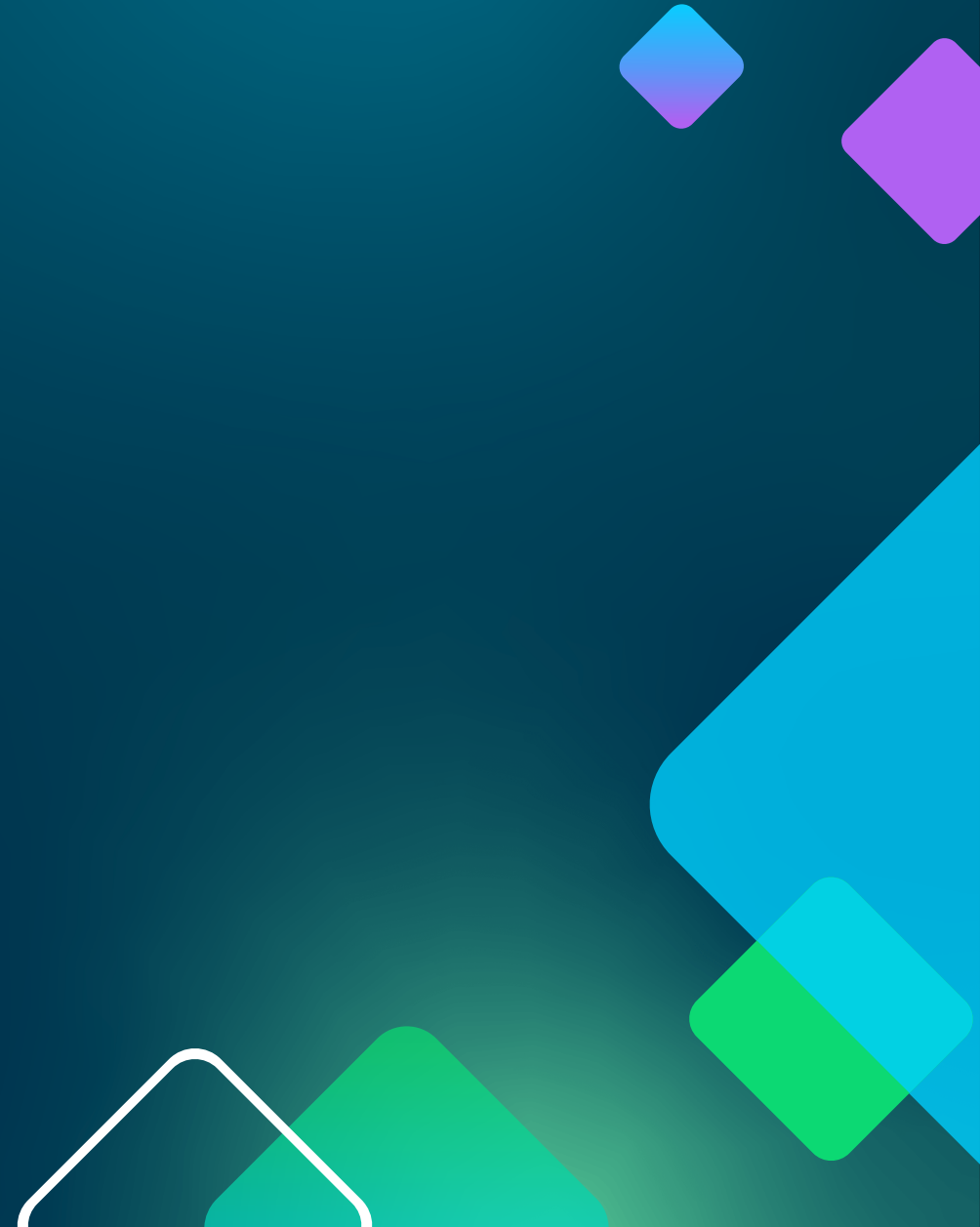
---

- Programmatic share repurchase
- Focus on debt level to maintain optimal capital structure
- Targeted M&A to bolster innovation

blackbaud<sup>®</sup>

---

**Thank you**



The background is a dark teal color. It features several decorative geometric elements: a large cyan rounded square in the top-left corner with a white outline diamond inside it; a small purple-to-cyan gradient diamond in the top-center; a cyan rounded square in the bottom-left corner; a purple-to-cyan gradient diamond in the bottom-left area; a white outline mountain-like shape in the bottom-center; and a large cyan rounded square in the bottom-right corner with a smaller cyan rounded square overlapping its top-left corner.

# Appendix

# Historical Reconciliations of GAAP and Non-GAAP Organic Revenue Growth (Unaudited)

(dollars in thousands)	Nine months ended		Three months ended			Year ended	Three months ended			
	09/30/2025	09/30/2024	09/30/2025	06/30/2025	03/31/2025	12/31/2024	12/31/2024	09/30/2024	06/30/2024	03/31/2024
GAAP revenue	\$ 833,109	\$ 852,511	\$ 281,143	\$ 282,030	\$ 269,936	\$ 1,154,624	\$ 302,113	\$ 286,598	\$ 287,337	\$ 278,576
<b>GAAP revenue growth</b>	<b>(2.3)%</b>		<b>(1.9)%</b>	<b>(1.8)%</b>	<b>(3.1)%</b>					
Less: Non-GAAP revenue from divested businesses <sup>(1)</sup>	—	(66,469)	—	—	—	(85,565)	(19,096)	(19,304)	(23,756)	(23,409)
Non-GAAP organic revenue <sup>(2)</sup>	\$ 833,109	\$ 786,042	\$ 281,143	\$ 282,030	\$ 269,936	\$ 1,069,059	\$ 283,017	\$ 267,294	\$ 263,581	\$ 255,167
<b>Non-GAAP organic revenue growth</b>	<b>6.0 %</b>		<b>5.2 %</b>	<b>7.0 %</b>	<b>5.8 %</b>					
Non-GAAP organic revenue <sup>(2)</sup>	\$ 833,109	\$ 786,042	\$ 281,143	\$ 282,030	\$ 269,936	1,069,059	\$ 283,017	\$ 267,294	\$ 263,581	\$ 255,167
Foreign currency impact on Non-GAAP organic revenue <sup>(3)</sup>	(2,576)	—	(964)	(1,910)	298	—	—	—	—	—
Non-GAAP organic revenue on constant currency basis <sup>(3)</sup>	\$ 830,533	\$ 786,042	\$ 280,179	\$ 280,120	\$ 270,234	\$ 1,069,059	\$ 283,017	\$ 267,294	\$ 263,581	\$ 255,167
<b>Non-GAAP organic revenue growth on constant currency basis</b>	<b>5.7 %</b>		<b>4.8 %</b>	<b>6.3 %</b>	<b>5.9 %</b>					
GAAP recurring revenue	815,406	832,160	275,802	276,279	263,325	1,128,243	296,083	279,889	281,426	270,845
<b>GAAP recurring revenue growth</b>	<b>(2.0)%</b>		<b>(1.5)%</b>	<b>(1.8)%</b>	<b>(2.8)%</b>					
Less: Non-GAAP recurring revenue from divested businesses <sup>(1)</sup>	—	(63,907)	—	—	—	(82,550)	(18,643)	(18,435)	(23,418)	(22,054)
Non-GAAP organic recurring revenue <sup>(2)</sup>	\$ 815,406	\$ 768,253	\$ 275,802	\$ 276,279	\$ 263,325	\$ 1,045,693	\$ 277,440	\$ 261,454	\$ 258,008	\$ 248,791
<b>Non-GAAP organic recurring revenue growth</b>	<b>6.1 %</b>		<b>5.5 %</b>	<b>7.1 %</b>	<b>5.8 %</b>					
Non-GAAP organic recurring revenue <sup>(2)</sup>	\$ 815,406	\$ 768,253	\$ 275,802	\$ 276,279	\$ 263,325	1,045,693	\$ 277,440	\$ 261,454	\$ 258,008	\$ 248,791
Foreign currency impact on non-GAAP organic recurring revenue <sup>(3)</sup>	(2,572)	—	(955)	(1,894)	277	—	—	—	—	—
Non-GAAP organic recurring revenue on constant currency basis <sup>(3)</sup>	\$ 812,834	\$ 768,253	\$ 274,847	\$ 274,385	\$ 263,602	\$ 1,045,693	\$ 277,440	\$ 261,454	\$ 258,008	\$ 248,791
<b>Non-GAAP organic recurring revenue growth on constant currency basis</b>	<b>5.8 %</b>		<b>5.1 %</b>	<b>6.3 %</b>	<b>6.0 %</b>					

(1) Non-GAAP revenue from divested businesses excludes revenue associated with divested businesses in the prior period. The exclusion of the prior period revenue is to present the results of the divested business with the results of the combined company for the same period of time in both the prior and current periods.

(2) Non-GAAP organic revenue and non-GAAP organic recurring revenue for the prior year periods presented herein may not agree to non-GAAP organic revenue presented in the respective prior period quarterly financial information solely due to the manner in which non-GAAP organic revenue growth is calculated.

(3) To determine non-GAAP organic revenue growth and non-GAAP organic recurring revenue growth on a constant currency basis, revenues from entities reporting in foreign currencies were translated to U.S. Dollars using the comparable period's quarterly weighted average foreign currency exchange rates. The primary foreign currencies creating the impact are the Australian Dollar, British Pound, Canadian Dollar and Euro.

# Reconciliations of Non-GAAP Organic Revenue Growth and Rule of 40 (Unaudited)

(dollars in thousands)	Three months ended		Nine months ended	
	09/30/2025	09/30/2024	09/30/2025	09/30/2024
<b>GAAP net income</b>	\$ 47,492	\$ 18,290	\$ 78,281	\$ 46,840
<b>Non-GAAP adjustments:</b>				
Add: Interest, net	14,403	11,022	46,136	32,150
Add: GAAP income tax (benefit) provision	(6,448)	11,714	7,669	18,568
Add: Depreciation	2,181	3,293	7,823	9,621
Add: Amortization of intangibles from business combinations	7,381	15,585	22,553	46,693
Add: Amortization of software development costs <sup>(1)</sup>	12,605	13,186	36,781	37,915
Subtotal	30,122	54,800	120,962	144,947
<b>Non-GAAP EBITDA</b>	\$ 77,614	\$ 73,090	\$ 199,243	\$ 191,787
<b>Non-GAAP EBITDA margin<sup>(2)</sup></b>	27.6 %		23.9 %	
<b>Non-GAAP adjustments:</b>				
Add: Stock-based compensation expense	21,657	21,125	71,079	76,430
Add: Employee severance	(242)	—	1,905	—
Add: Acquisition and disposition-related costs	383	246	25,779	4,899
Add: Security Incident-related costs <sup>(3)</sup>	247	637	2,822	12,782
Subtotal	22,045	22,008	101,585	94,111
<b>Non-GAAP adjusted EBITDA</b>	\$ 99,659	\$ 95,098	\$ 300,828	\$ 285,898
<b>Non-GAAP adjusted EBITDA margin<sup>(4)</sup></b>	35.4 %		36.1 %	
<b>Rule of 40<sup>(5)</sup></b>	40.6 %		42.1 %	
Non-GAAP adjusted EBITDA	99,659	95,098	300,828	285,898
Foreign currency impact on Non-GAAP adjusted EBITDA <sup>(6)</sup>	(512)	(556)	(1,403)	(1,059)
<b>Non-GAAP adjusted EBITDA on constant currency basis<sup>(6)</sup></b>	\$ 99,147	\$ 94,542	\$ 299,425	\$ 284,839
<b>Non-GAAP adjusted EBITDA margin on constant currency basis</b>	35.4 %		36.1 %	
<b>Rule of 40 on constant currency basis<sup>(7)</sup></b>	40.2 %		41.8 %	

(1) Includes amortization expense related to software development costs and amortization expense from capitalized cloud computing implementation costs.

(2) Measured by GAAP revenue divided by non-GAAP EBITDA.

(3) Includes Security Incident-related costs incurred, net of probable insurance recoveries. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

(4) Measured by non-GAAP organic revenue divided by non-GAAP adjusted EBITDA.

(5) Measured by non-GAAP organic revenue growth plus non-GAAP adjusted EBITDA margin. See Non-GAAP organic revenue growth table on prior slide.

(6) To determine non-GAAP adjusted EBITDA on a constant currency basis, non-GAAP adjusted EBITDA from entities reporting in foreign currencies were translated to U.S. Dollars using the comparable prior period's quarterly weighted average foreign currency exchange rates. The primary foreign currencies creating the impact are the Australian Dollar, British Pound, Canadian Dollar and Euro.

(7) Measured by non-GAAP organic revenue growth on constant currency basis plus non-GAAP adjusted EBITDA margin on constant currency basis. See Non-GAAP organic revenue growth table on prior slide.

# Reconciliation of GAAP to Non-GAAP Consolidated Statements of Operations (Unaudited)

Three Months Ended September 30, 2025								
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Employee severance	Acquisition and disposition-related costs	Security Incident-related costs <sup>(1)</sup>	Non-GAAP adjustments subtotal	Non-GAAP
Revenue	281,143	—	—	—	—	—	—	281,143
Cost of revenue	113,653	(2,850)	(6,811)	18	—	—	(9,643)	104,010
Gross profit	167,490	2,850	6,811	(18)	—	—	9,643	177,133
<b>Total gross margin</b>	<b>59.6 %</b>						<b>3.4 %</b>	<b>63.0 %</b>
<b>Operating expenses</b>								
Sales, marketing and customer success	44,105	(3,797)	—	29	—	—	(3,768)	40,337
Research and development	37,198	(5,780)	—	162	—	—	(5,618)	31,580
General and administrative	31,044	(9,230)	—	33	(383)	(247)	(9,827)	21,217
Amortization	570	—	(570)	—	—	—	(570)	—
<b>Total operating expenses</b>	<b>112,917</b>	<b>(18,807)</b>	<b>(570)</b>	<b>224</b>	<b>(383)</b>	<b>(247)</b>	<b>(19,783)</b>	<b>93,134</b>
<b>Income from operations</b>	<b>54,573</b>	<b>21,657</b>	<b>7,381</b>	<b>(242)</b>	<b>383</b>	<b>247</b>	<b>29,426</b>	<b>83,999</b>
<b>Total operating margin</b>	<b>19.4 %</b>						<b>10.5 %</b>	<b>29.9 %</b>
<b>Net Income</b>	<b>\$ 47,492</b>							<b>\$ 53,205</b>
Shares used in computing diluted earnings per share	48,498							48,498
<b>Diluted earnings per share</b>	<b>\$ 0.98</b>							<b>\$ 1.10</b>

(1) Includes Security Incident-related costs incurred, net of insurance recoveries. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

# Reconciliation of GAAP to Non-GAAP Consolidated Statements of Operations (Unaudited)

Nine Months Ended September 30, 2025								
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Employee severance	Acquisition and disposition-related costs	Security Incident-related costs <sup>(1)</sup>	Non-GAAP adjustments subtotal	Non-GAAP
Revenue	833,109	—	—	—	—	—	—	833,109
Cost of revenue	342,101	(8,798)	(20,883)	(284)	—	—	(29,965)	312,136
Gross profit	491,008	8,798	20,883	284	—	—	29,965	520,973
<b>Total Gross Margin</b>	<b>58.9 %</b>						<b>3.6 %</b>	<b>62.5 %</b>
<b>Operating expenses</b>								
Sales, marketing and customer success	132,795	(12,249)	—	(271)	—	—	(12,520)	120,275
Research and development	104,352	(18,170)	—	(827)	—	—	(18,997)	85,355
General and administrative	120,579	(31,862)	—	(523)	(25,779)	(2,822)	(60,986)	59,593
Amortization	1,670	—	(1,670)	—	—	—	(1,670)	—
<b>Total operating expenses</b>	<b>359,396</b>	<b>(62,281)</b>	<b>(1,670)</b>	<b>(1,621)</b>	<b>(25,779)</b>	<b>(2,822)</b>	<b>(94,173)</b>	<b>265,223</b>
<b>Income from operations</b>	<b>131,612</b>	<b>71,079</b>	<b>22,553</b>	<b>1,905</b>	<b>25,779</b>	<b>2,822</b>	<b>124,138</b>	<b>255,750</b>
<b>Total Operating Margin</b>	<b>15.8 %</b>						<b>14.9 %</b>	<b>30.7 %</b>
<b>Net Income</b>	<b>\$ 78,281</b>							<b>\$ 158,616</b>
Shares used in computing diluted earnings per share	48,634							48,634
<b>Diluted earnings per share</b>	<b>\$ 1.61</b>							<b>\$ 3.26</b>

(1) Includes Security Incident-related costs incurred, net of probable insurance recoveries. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

# Reconciliation of GAAP to Non-GAAP Consolidated Statements of Operations (Unaudited)

Three Months Ended September 30, 2024							
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Acquisition and disposition-related costs	Security Incident-related costs <sup>(1)</sup>	Non-GAAP adjustments subtotal	Non-GAAP
Revenue	286,598	—	—	—	—	—	286,598
Cost of revenue	129,290	(2,948)	(14,667)	—	—	(17,615)	111,675
Gross profit	157,308	2,948	14,667	—	—	17,615	174,923
<b>Total gross margin</b>	<b>54.9 %</b>					<b>6.1 %</b>	<b>61.0 %</b>
<b>Operating expenses</b>							
Sales, marketing and customer success	49,808	(3,914)	—	—	—	(3,914)	45,894
Research and development	37,916	(5,691)	—	—	—	(5,691)	32,225
General and administrative	27,519	(8,572)	—	(246)	(637)	(9,455)	18,064
Amortization	918	—	(918)	—	—	(918)	—
<b>Total operating expenses</b>	<b>116,161</b>	<b>(18,177)</b>	<b>(918)</b>	<b>(246)</b>	<b>(637)</b>	<b>(19,978)</b>	<b>96,183</b>
<b>Income from operations</b>	<b>41,147</b>	<b>21,125</b>	<b>15,585</b>	<b>246</b>	<b>637</b>	<b>37,593</b>	<b>78,740</b>
<b>Total Operating Margin</b>	<b>14.4 %</b>					<b>13.1 %</b>	<b>27.5 %</b>
<b>Net Income</b>	<b>\$ 18,290</b>						<b>\$ 51,036</b>
Shares used in computing diluted earnings per share	51,633						51,633
<b>Diluted earnings per share</b>	<b>\$ 0.35</b>						<b>\$ 0.99</b>

(1) Includes Security Incident-related costs incurred, net of probable insurance recoveries. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

# Reconciliation of GAAP to Non-GAAP Consolidated Statements of Operations (Unaudited)

Nine Months Ended September 30, 2024							
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Acquisition and disposition-related costs	Security Incident-related costs <sup>(1)</sup>	Non-GAAP adjustments subtotal	Non-GAAP
Revenue	852,511	—	—	—	—	—	852,511
Cost of revenue	383,615	(10,066)	(43,969)	—	—	(54,035)	329,580
Gross profit	468,896	10,066	43,969	—	—	54,035	522,931
<b>Total Gross Margin</b>	<b>55.0 %</b>					<b>6.3 %</b>	<b>61.3 %</b>
<b>Operating expenses</b>							
Sales, marketing and customer success	147,400	(12,788)	—	—	—	(12,788)	134,612
Research and development	116,045	(19,388)	—	—	—	(19,388)	96,657
General and administrative	106,842	(34,188)	—	(4,899)	(12,782)	(51,869)	54,973
Amortization	2,724	—	(2,724)	—	—	(2,724)	—
<b>Total operating expenses</b>	<b>373,011</b>	<b>(66,364)</b>	<b>(2,724)</b>	<b>(4,899)</b>	<b>(12,782)</b>	<b>(86,769)</b>	<b>286,242</b>
<b>Income from operations</b>	<b>95,885</b>	<b>76,430</b>	<b>46,693</b>	<b>4,899</b>	<b>12,782</b>	<b>140,804</b>	<b>236,689</b>
<b>Total Operating Margin</b>	<b>11.2 %</b>					<b>16.6 %</b>	<b>27.8 %</b>
<b>Net Income</b>	<b>\$ 46,840</b>						<b>\$ 155,690</b>
Shares used in computing diluted earnings per share	52,107						52,107
<b>Diluted earnings per share</b>	<b>\$ 0.90</b>						<b>\$ 2.99</b>

(1) Includes Security Incident-related costs incurred, net of probable insurance recoveries. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

# Historical Consolidated Balance Sheets (Unaudited)

(in thousands)	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
<b>Assets</b>							
Current assets:							
Cash and cash equivalents	\$ 26,376	\$ 30,438	\$ 34,633	\$ 67,628	\$ 37,243	\$ 41,566	\$ 38,255
Restricted cash	356,493	800,670	428,095	741,884	419,400	870,248	419,185
Accounts receivable, net of allowance	96,097	152,832	97,988	83,539	78,105	146,044	82,561
Customer funds receivable	3,529	2,943	7,343	1,970	4,522	5,696	3,996
Prepaid expenses and other current assets	94,711	92,410	87,699	81,572	88,329	91,551	94,838
<b>Total current assets</b>	<b>577,206</b>	<b>1,079,293</b>	<b>655,758</b>	<b>976,593</b>	<b>627,599</b>	<b>1,155,105</b>	<b>638,835</b>
Property and equipment, net	96,074	98,066	95,053	91,926	85,031	83,052	85,332
Operating lease right-of-use assets	35,464	28,489	27,522	26,554	1,725	5,266	4,931
Software development costs, net	162,491	165,465	169,507	148,319	150,113	153,604	154,074
Goodwill	1,053,130	1,053,249	1,056,882	1,052,506	1,054,290	1,057,927	1,056,656
Intangible assets, net	565,008	549,521	536,008	132,881	126,338	120,791	112,697
Other assets	59,883	68,785	60,444	67,221	57,270	54,784	51,916
<b>Total assets</b>	<b>\$ 2,549,256</b>	<b>\$ 3,042,868</b>	<b>\$ 2,601,174</b>	<b>\$ 2,496,000</b>	<b>\$ 2,102,366</b>	<b>\$ 2,630,529</b>	<b>\$ 2,104,441</b>
<b>Liabilities and stockholders' equity</b>							
Current liabilities:							
Trade accounts payable	\$ 48,863	\$ 44,038	\$ 43,983	\$ 50,810	\$ 46,435	\$ 42,664	\$ 48,761
Accrued expenses and other current liabilities	76,050	52,513	49,631	76,484	46,138	42,101	53,050
Due to customers	358,836	802,372	434,093	742,340	422,780	874,757	421,820
Debt, current portion	19,302	23,786	23,830	23,875	23,350	22,566	22,613
Deferred revenue, current portion	359,174	425,813	410,422	358,546	325,559	398,836	383,138
<b>Total current liabilities</b>	<b>862,225</b>	<b>1,348,522</b>	<b>961,959</b>	<b>1,252,055</b>	<b>864,262</b>	<b>1,380,924</b>	<b>929,382</b>
Debt, net of current portion	1,020,520	998,071	977,019	1,051,110	1,182,343	1,136,112	1,042,005
Deferred tax liability	82,996	75,824	68,196	24,999	25,085	25,254	9,246
Deferred revenue, net of current portion	6,832	2,315	1,705	2,015	6,033	2,179	1,773
Operating lease liabilities, net of current portion	38,492	36,290	35,218	34,186	2,395	5,526	5,030
Other liabilities	4,163	4,362	12,304	4,796	4,771	7,796	8,816
<b>Total liabilities</b>	<b>2,015,228</b>	<b>2,465,384</b>	<b>2,056,401</b>	<b>2,369,161</b>	<b>2,084,889</b>	<b>2,557,791</b>	<b>1,996,252</b>
Commitments and contingencies							
Stockholders' equity:							
Preferred stock	—	—	—	—	—	—	—
Common stock, \$0.001 par value	71	71	71	71	72	72	72
Additional paid-in capital	1,181,054	1,206,073	1,227,198	1,291,442	1,319,562	1,347,234	1,369,807
Treasury stock, at cost	(855,692)	(857,452)	(922,516)	(1,060,348)	(1,198,721)	(1,199,608)	(1,231,316)
Accumulated other comprehensive loss	1,222	175	(6,887)	(4,869)	(8,302)	(6,292)	(9,198)
Accumulated deficit	207,373	228,617	246,907	(99,457)	(95,134)	(68,668)	(21,176)
<b>Total stockholders' equity</b>	<b>534,028</b>	<b>577,484</b>	<b>544,773</b>	<b>126,839</b>	<b>17,477</b>	<b>72,738</b>	<b>108,189</b>
<b>Total liabilities and stockholders' equity</b>	<b>\$ 2,549,256</b>	<b>\$ 3,042,868</b>	<b>\$ 2,601,174</b>	<b>\$ 2,496,000</b>	<b>\$ 2,102,366</b>	<b>\$ 2,630,529</b>	<b>\$ 2,104,441</b>

# Historical Consolidated Statements of Comprehensive Income (Unaudited)

(in thousands, except share and per share amounts)	Q1 2024	Q2 2024	Q3 2024	Q4 2024	FY 2024	Q1 2025	Q2 2025	Q3 2025
Revenue	\$ 278,576	\$ 287,337	\$ 286,598	\$ 302,113	\$ 1,154,624	\$ 269,936	\$ 282,030	\$ 281,143
Cost of revenue	127,876	126,449	129,290	139,583	523,198	114,815	113,633	113,653
Gross profit	150,700	160,888	157,308	162,530	631,426	155,121	168,397	167,490
<b>Operating expenses</b>								
Sales, marketing and customer success	50,392	47,200	49,808	50,099	197,499	44,644	44,046	44,105
Research and development	40,714	37,415	37,916	37,635	153,680	33,559	33,595	37,198
General and administrative	45,361	33,962	27,519	35,881	142,723	56,679	32,856	31,044
Amortization of intangible assets	904	902	918	817	3,541	534	566	570
EVERFI disposition	—	—	—	405,360	405,360	—	—	—
<b>Total operating expenses</b>	<b>137,371</b>	<b>119,479</b>	<b>116,161</b>	<b>529,792</b>	<b>902,803</b>	<b>135,416</b>	<b>111,063</b>	<b>112,917</b>
<b>Income (loss) from operations</b>	<b>13,329</b>	<b>41,409</b>	<b>41,147</b>	<b>(367,262)</b>	<b>(271,377)</b>	<b>19,705</b>	<b>57,334</b>	<b>54,573</b>
Interest expense	(10,276)	(15,715)	(14,140)	(15,503)	(55,634)	(16,945)	(18,411)	(16,774)
Other income, net	3,347	3,310	2,997	4,895	14,549	2,105	1,118	3,245
<b>Income (loss) before (benefit) provision for income taxes</b>	<b>6,400</b>	<b>29,004</b>	<b>30,004</b>	<b>(377,870)</b>	<b>(312,462)</b>	<b>4,865</b>	<b>40,041</b>	<b>41,044</b>
Income tax (benefit) provision	(906)	7,760	11,714	(31,506)	(12,938)	542	13,575	(6,448)
<b>Net income (loss)</b>	<b>\$ 7,306</b>	<b>\$ 21,244</b>	<b>\$ 18,290</b>	<b>\$ (346,364)</b>	<b>\$ (299,524)</b>	<b>\$ 4,323</b>	<b>\$ 26,466</b>	<b>\$ 47,492</b>
<b>Earnings (loss) per share</b>								
Basic	\$ 0.14	\$ 0.42	\$ 0.36	\$ (7.06)	\$ (5.92)	\$ 0.09	\$ 0.55	\$ 1.00
Diluted	\$ 0.14	\$ 0.41	\$ 0.35	\$ (7.06)	\$ (5.92)	\$ 0.09	\$ 0.55	\$ 0.98
<b>Common shares and equivalents outstanding</b>								
Basic weighted average shares	52,052,370	50,747,337	50,409,292	49,051,396	50,560,538	48,429,061	47,784,062	47,680,002
Diluted weighted average shares	53,414,495	51,677,418	51,632,569	49,051,396	50,560,538	49,445,079	48,248,057	48,498,285
<b>Other comprehensive income (loss)</b>								
Foreign currency translation adjustment	(1,185)	339	6,463	(8,439)	(2,822)	3,259	7,324	(2,284)
Unrealized gain (loss) on derivative instruments, net of tax	4,095	(1,386)	(13,525)	10,457	(359)	(6,692)	(5,314)	(622)
<b>Total other comprehensive income (loss)</b>	<b>2,910</b>	<b>(1,047)</b>	<b>(7,062)</b>	<b>2,018</b>	<b>(3,181)</b>	<b>(3,433)</b>	<b>2,010</b>	<b>(2,906)</b>
<b>Comprehensive income (loss)</b>	<b>\$ 10,216</b>	<b>\$ 20,197</b>	<b>\$ 11,228</b>	<b>\$ (344,346)</b>	<b>\$ (302,705)</b>	<b>\$ 890</b>	<b>\$ 28,476</b>	<b>\$ 44,586</b>

# Historical Consolidated Statements of Cash Flows (Unaudited)

(in thousands)	3 months ended 3/31/2024	6 months ended 6/30/2024	9 months ended 9/30/2024	12 months ended 12/31/2024	3 months ended 3/31/2025	6 months ended 6/30/2025	9 months ended 9/30/2025
<b>Cash flows from operating activities</b>							
Net income (loss)	\$ 7,306	\$ 28,550	\$ 46,840	\$ (299,524)	\$ 4,323	\$ 30,789	\$ 78,281
Adjustments to reconcile net income (loss) to net cash provided by operating activities:							
Depreciation and amortization	30,095	60,553	91,618	121,665	21,647	43,346	64,652
Provision for credit losses and sales returns	305	519	1,721	4,932	788	2,973	3,788
Stock-based compensation expense	30,286	55,305	76,430	104,968	22,170	49,422	71,079
Deferred taxes	(11,688)	(18,383)	(21,776)	(69,531)	(221)	(653)	(16,682)
Amortization of deferred financing costs and discount	349	984	1,786	2,538	699	1,346	1,940
Loss on disposition of businesses	1,561	1,561	1,561	16,847	—	—	—
EVERFI impairment charges	—	—	—	390,204	—	—	—
Other non-cash adjustments	—	2,462	2,462	2,462	(5,384)	(5,407)	(5,180)
Changes in operating assets and liabilities, net of acquisition and disposal of businesses:							
Accounts receivable	3,844	(53,062)	918	4,729	4,770	(64,984)	(2,422)
Prepaid expenses and other assets	(3,249)	(2,455)	(934)	3,193	(5,192)	(8,955)	(9,707)
Trade accounts payable	23,778	19,146	18,322	28,336	(4,651)	(8,408)	(3,233)
Accrued expenses and other liabilities	8,087	(13,351)	(16,089)	(12,990)	(8,134)	(9,910)	2,033
Deferred revenue	(25,363)	36,606	19,527	(1,861)	(29,427)	38,770	22,991
<b>Net cash provided by operating activities</b>	<b>65,311</b>	<b>118,435</b>	<b>222,386</b>	<b>295,968</b>	<b>1,388</b>	<b>68,329</b>	<b>207,540</b>
<b>Cash flows from investing activities</b>							
Purchase of property and equipment	(953)	(6,118)	(7,235)	(7,443)	(688)	(1,311)	(4,805)
Capitalized software development costs	(13,070)	(28,392)	(42,882)	(59,757)	(12,970)	(27,787)	(40,268)
Cash used in disposition of business	(1,179)	(1,179)	(1,179)	(1,179)	(12,235)	(12,235)	(12,235)
Other investing activities	—	(5,029)	(5,029)	(5,029)	—	—	—
<b>Net cash used in investing activities</b>	<b>(15,202)</b>	<b>(40,718)</b>	<b>(56,325)</b>	<b>(73,408)</b>	<b>(25,893)</b>	<b>(41,333)</b>	<b>(57,308)</b>
<b>Cash flows from financing activities</b>							
Proceeds from issuance of debt	339,800	1,211,600	1,303,400	1,441,400	216,200	272,300	307,000
Payments on debt	(79,343)	(966,680)	(1,080,192)	(1,144,709)	(85,523)	(187,666)	(316,922)
Debt issuance costs	—	(6,458)	(6,458)	(6,458)	—	—	—
Employee taxes paid for withheld shares upon equity award settlement	(52,723)	(54,483)	(55,950)	(56,828)	(37,948)	(38,655)	(39,669)
Change in due to customers	(336,578)	106,851	(263,732)	46,957	(320,248)	128,582	(323,467)
Change in customer funds receivable	(3,197)	(2,577)	(6,777)	(1,679)	(2,483)	(3,262)	(1,676)
Purchase of treasury stock, including excise tax payments	(262,596)	(262,596)	(325,408)	(418,034)	(100,030)	(103,205)	(133,338)
<b>Net cash (used in) provided by financing activities</b>	<b>(394,637)</b>	<b>25,657</b>	<b>(435,117)</b>	<b>(139,351)</b>	<b>(330,032)</b>	<b>68,094</b>	<b>(508,072)</b>
Effect of exchange rate on cash, cash equivalents, and restricted cash	(860)	(523)	3,527	(1,954)	1,668	7,212	5,768
<b>Net (decrease) increase in cash, cash equivalents, and restricted cash</b>	<b>(345,388)</b>	<b>102,851</b>	<b>(265,529)</b>	<b>81,255</b>	<b>(352,869)</b>	<b>102,302</b>	<b>(352,072)</b>
<b>Cash, cash equivalents, and restricted cash, beginning of period</b>	<b>728,257</b>	<b>728,257</b>	<b>728,257</b>	<b>728,257</b>	<b>809,512</b>	<b>809,512</b>	<b>809,512</b>
<b>Cash, cash equivalents, and restricted cash, end of period</b>	<b>\$ 382,869</b>	<b>\$ 831,108</b>	<b>\$ 462,728</b>	<b>\$ 809,512</b>	<b>\$ 456,643</b>	<b>\$ 911,814</b>	<b>\$ 457,440</b>

# Historical Reconciliations of GAAP to Non-GAAP Financial Measures (Unaudited)

(in thousands, except share and per share amounts)	Q1 2024	Q2 2024	Q3 2024	Q4 2024	FY 2024 <sup>(1)</sup>	Q1 2025	Q2 2025	Q3 2025
<b>GAAP Revenue</b>	\$ 278,576	\$ 287,337	\$ 286,598	\$ 302,113	\$ 1,154,624	\$ 269,936	\$ 282,030	\$ 281,143
<b>GAAP gross profit</b>	\$ 150,700	\$ 160,888	\$ 157,308	\$ 162,530	\$ 631,426	\$ 155,121	\$ 168,397	\$ 167,490
<b>GAAP gross margin</b>	54.1 %	56.0 %	54.9 %	53.8 %	54.7 %	57.5 %	59.7 %	59.6 %
<b>Non-GAAP adjustments:</b>								
Add: Stock-based compensation expense	3,728	3,390	2,948	4,026	14,092	2,698	3,250	2,850
Add: Amortization of intangibles from business combinations	14,663	14,639	14,667	12,988	56,957	7,052	7,020	6,811
Add: Employee severance	—	—	—	—	—	—	302	(18)
Subtotal	18,391	18,029	17,615	17,014	71,049	9,750	10,572	9,643
<b>Non-GAAP gross profit</b>	\$ 169,091	\$ 178,917	\$ 174,923	\$ 179,544	\$ 702,475	\$ 164,871	\$ 178,969	\$ 177,133
<b>Non-GAAP gross margin</b>	60.7 %	62.3 %	61.0 %	59.4 %	60.8 %	61.1 %	63.5 %	63.0 %
<b>GAAP income (loss) from operations</b>	\$ 13,329	\$ 41,409	\$ 41,147	\$ (367,262)	\$ (271,377)	\$ 19,705	\$ 57,334	\$ 54,573
<b>GAAP operating margin</b>	4.8 %	14.4 %	14.4 %	(121.6)%	(23.5)%	7.3 %	20.3 %	19.4 %
<b>Non-GAAP adjustments:</b>								
Add: Stock-based compensation expense	30,286	25,019	21,125	28,538	104,968	22,170	27,252	21,657
Add: Amortization of intangibles from business combinations	15,567	15,541	15,585	13,805	60,498	7,586	7,586	7,381
Add: Employee severance	—	—	—	—	—	—	2,147	(242)
Add: Acquisition and disposition-related costs	2,255	2,398	246	1,201	6,100	25,132	264	383
Add: Security Incident-related costs <sup>(2)</sup>	10,323	1,822	637	918	13,700	2,180	395	247
Add: EVERFI impairment and disposition charges	—	—	—	405,360	405,360	—	—	—
Subtotal	58,431	44,780	37,593	449,822	590,626	57,068	37,644	29,426
<b>Non-GAAP income from operations</b>	\$ 71,760	\$ 86,189	\$ 78,740	\$ 82,560	\$ 319,249	\$ 76,773	\$ 94,978	\$ 83,999
<b>Non-GAAP operating margin</b>	25.8 %	30.0 %	27.5 %	27.3 %	27.6 %	28.4 %	33.7 %	29.9 %
<b>GAAP income (loss) before (benefit) provision for income taxes</b>	\$ 6,400	\$ 29,004	\$ 30,004	\$ (377,870)	\$ (312,462)	\$ 4,865	\$ 40,041	\$ 41,044
<b>GAAP net income (loss)</b>	\$ 7,306	\$ 21,244	\$ 18,290	\$ (346,364)	\$ (299,524)	\$ 4,323	\$ 26,466	\$ 47,492
Shares used in computing GAAP diluted earnings (loss) per share	53,414,495	51,677,418	51,632,569	49,051,396	50,560,538	49,445,079	48,248,057	48,498,285
<b>GAAP diluted earnings (loss) per share</b>	\$ 0.14	\$ 0.41	\$ 0.35	\$ (7.06)	\$ (5.92)	\$ 0.09	\$ 0.55	\$ 0.98
<b>Non-GAAP adjustments:</b>								
Add: GAAP income tax (benefit) provision	(906)	7,760	11,714	(31,506)	(12,938)	542	13,575	(6,448)
Add: Total Non-GAAP adjustments affecting income from operations	58,431	44,780	37,593	449,822	590,626	57,068	37,644	29,426
<b>Non-GAAP income before provision for income taxes</b>	64,831	73,784	67,597	71,952	278,164	61,933	77,685	70,470
Assumed non-GAAP income tax provision <sup>(3)</sup>	15,884	18,077	16,561	17,628	68,150	15,174	19,033	17,265
<b>Non-GAAP net income</b>	\$ 48,947	\$ 55,707	\$ 51,036	\$ 54,324	\$ 210,014	\$ 46,759	\$ 58,652	\$ 53,205
Shares used in computing Non-GAAP diluted earnings per share	53,414,495	51,677,418	51,632,569	50,591,254	51,750,308	49,445,079	48,248,057	48,498,285
<b>Non-GAAP diluted earnings per share</b>	\$ 0.92	\$ 1.08	\$ 0.99	\$ 1.07	\$ 4.06	\$ 0.95	\$ 1.22	\$ 1.10

(1) The individual amounts for each quarter may not sum to full year totals due to rounding.

(2) Includes Security Incident-related costs incurred. Recorded expenses consisted primarily of payments to third-party service providers and consultants, including legal fees, as well as settlements of customer claims, negotiated settlements and accruals for certain loss contingencies. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

(3) We apply a non-GAAP effective tax rate of 24.5% when calculating non-GAAP net income and non-GAAP diluted earnings per share.

# Historical Reconciliations of GAAP to Non-GAAP Financial Measures (Unaudited)

(in thousands)	3 months ended	6 months ended	9 months ended	12 months ended	3 months ended	6 months ended	9 months ended
	3/31/2024	6/30/2024	9/30/2024	12/31/2024	3/31/2025	06/30/2025	09/30/2025
<b>GAAP net cash provided by operating activities</b>	65,311	118,435	222,386	295,968	1,388	68,329	207,540
<b>GAAP operating cash flow margin</b>	23.4 %	20.9 %	26.1 %	25.6 %	0.5 %	12.4 %	24.9 %
<b>Non-GAAP adjustments:</b>							
Less: purchase of property and equipment	(953)	(6,118)	(7,235)	(7,443)	(688)	(1,311)	(4,805)
Less: capitalized software development costs	(13,070)	(28,392)	(42,882)	(59,757)	(12,970)	(27,787)	(40,268)
<b>Non-GAAP free cash flow</b>	\$ 51,288	\$ 83,925	\$ 172,269	\$ 228,768	\$ (12,270)	\$ 39,231	\$ 162,467
<b>Non-GAAP free cash flow margin</b>	18.4 %	14.8 %	20.2 %	19.8 %	(4.5) %	7.1 %	19.5 %
<b>Non-GAAP adjustments:</b>							
Add: Security Incident-related cash flows	2,028	5,822	15,081	15,925	852	2,473	4,300
<b>Non-GAAP adjusted free cash flow</b>	\$ 53,316	\$ 89,747	\$ 187,350	\$ 244,693	\$ (11,418)	\$ 41,704	\$ 166,767
<b>Non-GAAP adjusted free cash flow margin</b>	19.1 %	15.9 %	22.0 %	21.2 %	(4.2) %	7.6 %	20.0 %

# Historical Revenue by Type (Unaudited)

(in thousands, except share and per share amounts)	Q1 2024	Q2 2024	Q3 2024	Q4 2024	FY 2024	Q1 2025	Q2 2025	Q3 2025
<b>Revenue</b>								
Contractual recurring	\$ 190,357	\$ 193,645	\$ 194,724	\$ 195,815	\$ 774,541	\$ 175,465	\$ 180,128	\$ 182,984
Transactional recurring	80,488	87,781	85,165	100,269	353,703	87,860	96,151	92,818
Total recurring revenue	\$ 270,845	\$ 281,426	\$ 279,889	\$ 296,084	\$ 1,128,244	\$ 263,325	\$ 276,279	\$ 275,802
One-time services and other	7,732	5,910	6,709	6,030	26,381	6,611	5,751	5,341
<b>Total revenue</b>	\$ 278,576	\$ 287,337	\$ 286,598	\$ 302,113	\$ 1,154,624	\$ 269,936	\$ 282,030	\$ 281,143