Blackbaud Investor Presentation

TICKER: BLKB

August 2, 2022

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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; risks related to the United Kingdom's departure from the European Union; 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; the implementation of our new global enterprise resource planning system; uncertainty regarding the COVID-19 disruption 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 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

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 and non-GAAP organic recurring revenue growth, 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 six month periods ended June 30, 2022, for the fiscal year ended December 31, 2021 and the interim periods therein; calculations for recurring revenue growth and total revenue growth for the six month period ended June 30, 2022 and the interim periods therein; and calculations of non-GAAP organic recurring revenue growth, non-GAAP organic revenue growth and non-GAAP organic 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 and content 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 of capitalized software development costs.

Non-GAAP free cash flow is defined as operating cash flow less capital expenditures, including costs required to be capitalized for software and content development, and capital expenditures for property and equipment. In addition, and 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 and content 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, 2021 and interim consolidated balance sheets for each of the quarters within fiscal 2022 and 2021; historical consolidated statements of comprehensive income for the fiscal year ended December 31, 2021 and interim consolidated statements of comprehensive income for each of the quarters within fiscal 2022 and 2021; historical consolidated statements of cash flows for the fiscal year ended December 31, 2021 and interim consolidated statements of cash flows for each of the interim year-to-date periods within fiscal 2022 and 2021; and historical non-GAAP financial information for the fiscal year ended December 31, 2021 and for each of the quarters within fiscal 2022 and 2021 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 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.

Key Messages

1. Leader in a large, resilient, and growing global market
2. Multiple levers exist to accelerate revenue growth
3. Revenue growth and scalability drive margin expansion
4. Rapidly innovating for our customers and positioned to capture digital shift

Driving toward our **long-term aspirational goal** to achieve:

High Single-Digit

organic revenue growth

40%+

using a Rule of 40 framework

01

Our Markets

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Key Differentiators

03

Strategy for Growth

04

Financial Strategy

Social good is a resilient, significant global sector

- ARTS AND CULTURAL ORGANIZATIONS
- COMPANIES
- FAITH COMMUNITIES
- FOUNDATIONS
- HEALTHCARE ORGANIZATIONS
- HIGHER EDUCATION INSTITUTIONS
- INDIVIDUAL CHANGE AGENTS
- K–12 SCHOOLS
- NONPROFITS

Blackbaud is the world's leading cloud software company powering social good

$100B+ raised, granted, and invested in their programming by our customers each year[1]

Millions of users across 100+ countries[1]

1st Place:
Blackbaud Education Management Solutions

Source: (1) Internal Statistics

Driving significant value for our customers

200%
Boost in fundraising, including a $1 million gift, powered by Blackbaud Raiser's Edge NXT®

$400K
Raised through a virtual chili cook-off powered by JustGiving® from Blackbaud® Peer-to-Peer Fundraising

$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®

100X
reduction in time setting up tuition account with Blackbaud's suite of education management solutions

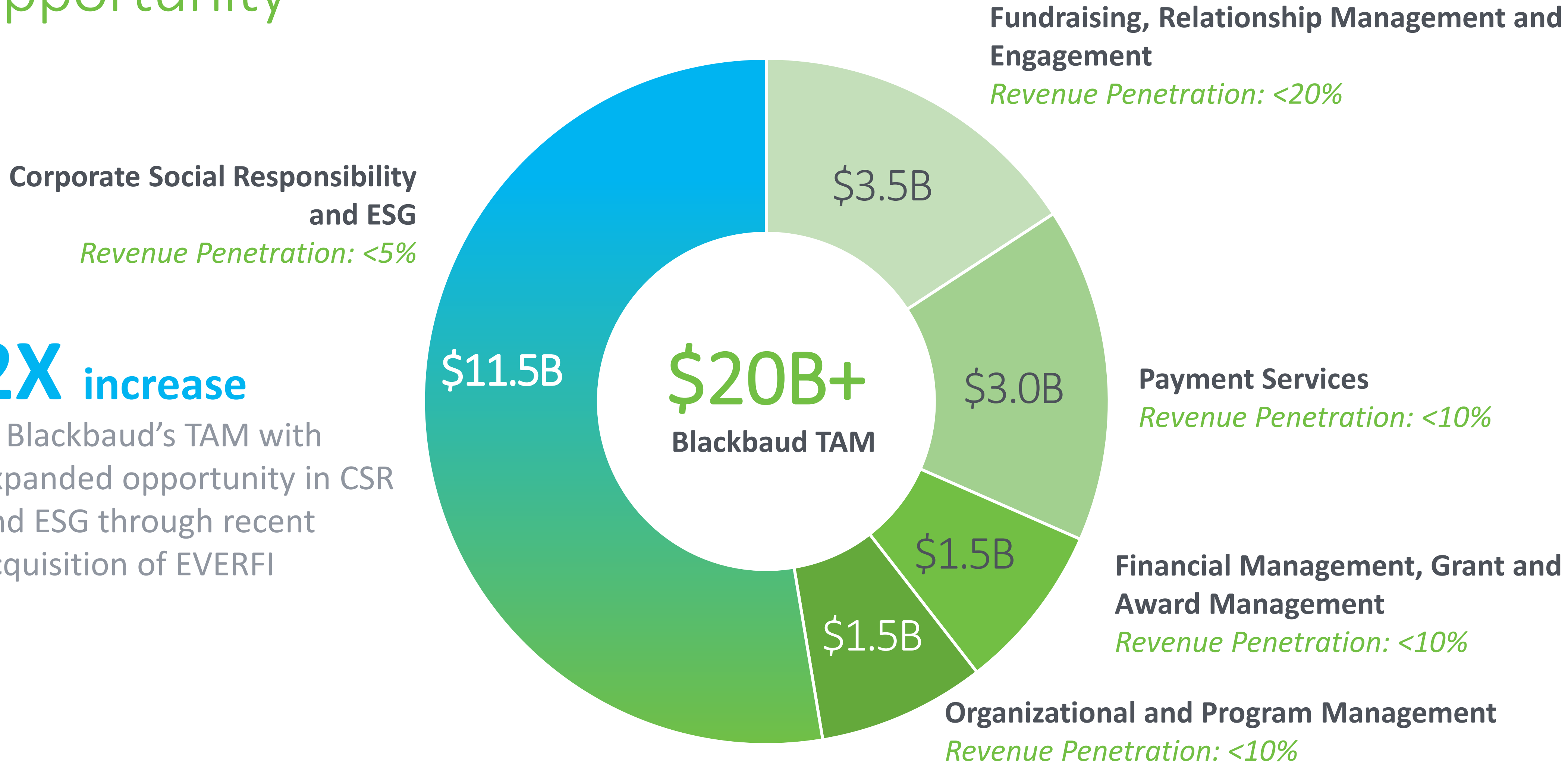
200
new memberships added within one year of Blackbaud Altru® adoption

Sourced from Blackbaud customer stories

Large and underpenetrated total addressable market (TAM) opportunity

2X increase

in Blackbaud's TAM with expanded opportunity in CSR and ESG through recent acquisition of EVERFI

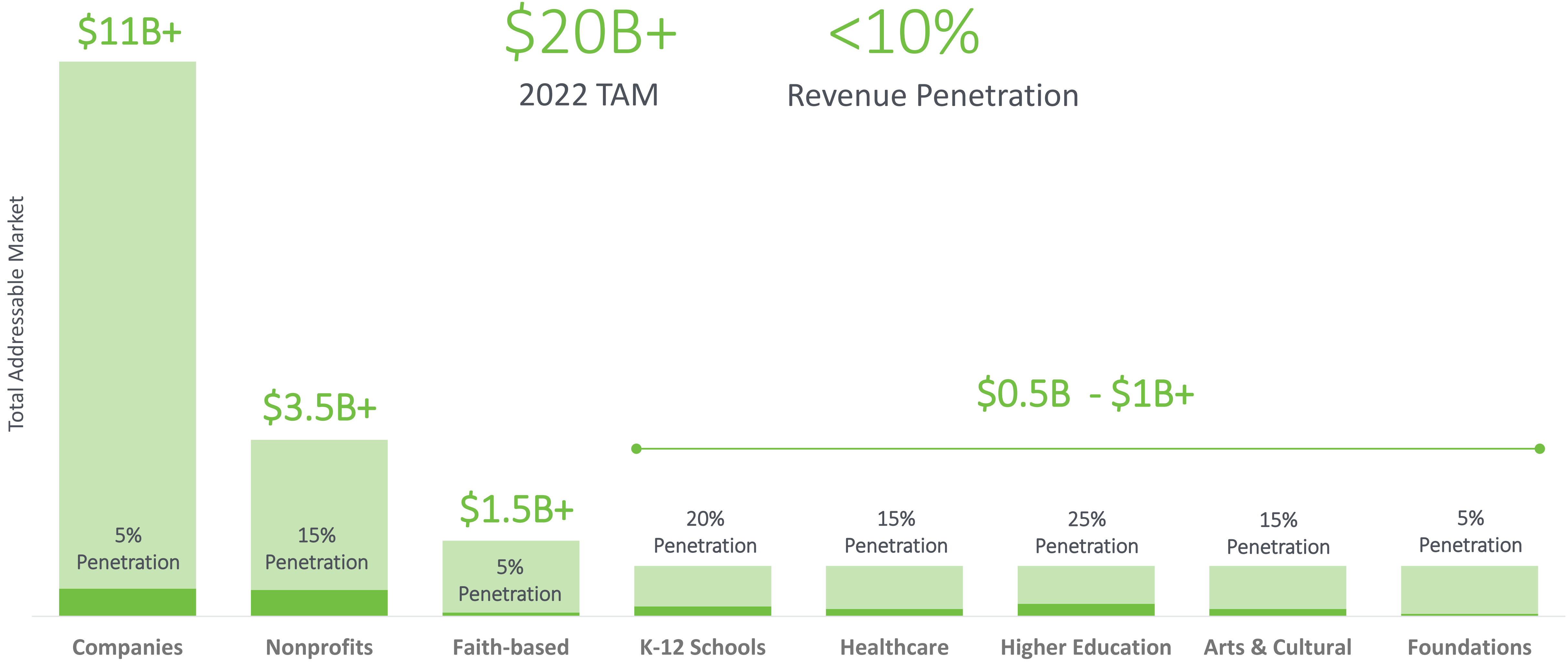


Sources: FY 2021 Blackbaud Revenue. Global Blackbaud TAM based on IRS data, Canadian Revenue Agency, Private School Universe, IPEDS, Dun & Bradstreet, HIMSS, Guidestar, S&P Global database, Small Business & Entrepreneurship Council, Blackbaud internal data

Opportunity for growth extends across vertical markets

$20B+
2022 TAM

<10%
Revenue Penetration



Sources: FY 2021 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

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Financial Strategy

The market's most comprehensive solutions for social good

Blackbaud is the **largest cloud software vendor** focused exclusively on the social good community[1]

Only Blackbaud offers a full portfolio of **purpose-built, integrated solutions**

Highly **fragmented competition** offers single-point solutions

Large customer base with **92% customer retention**

Strong balance sheet and cash flows to support strategic acquisitions and internal product development

blackbaud

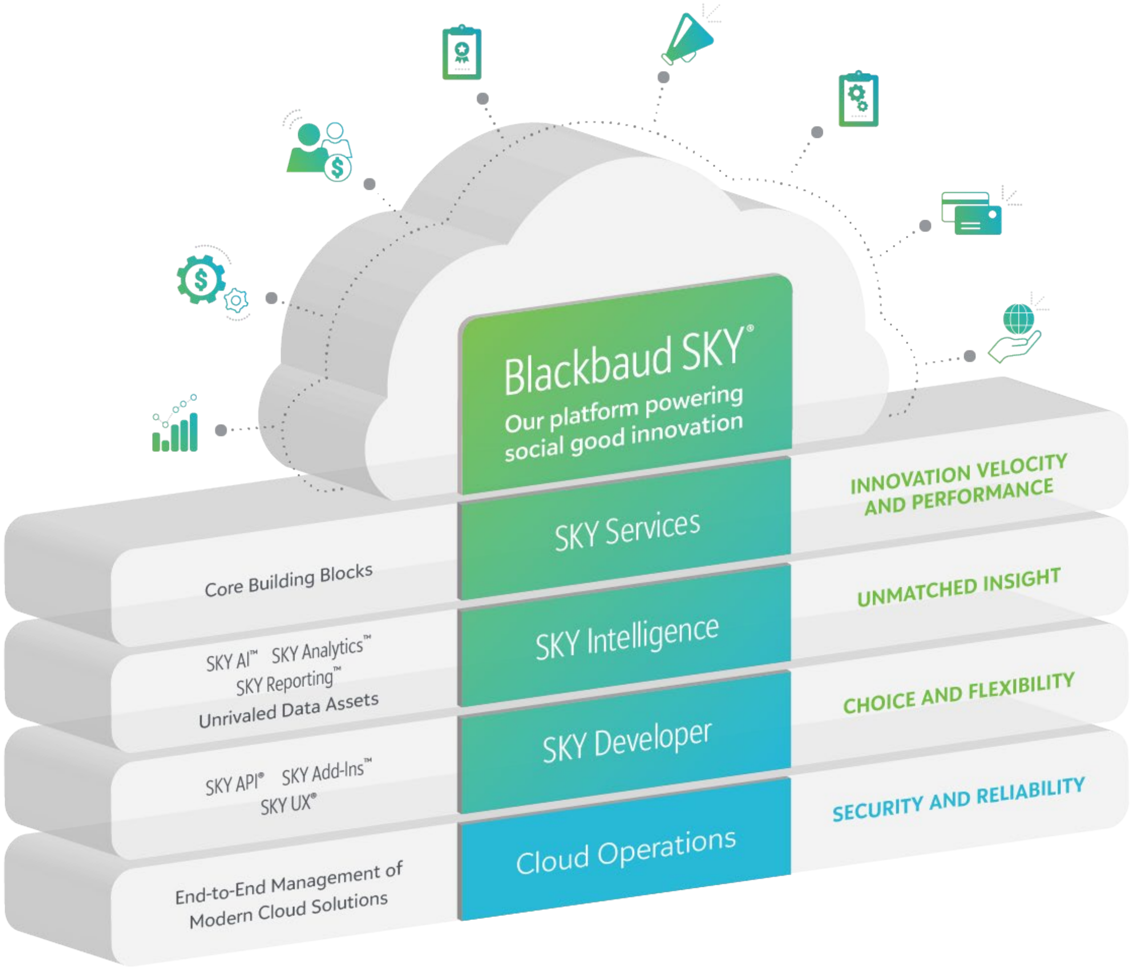
Corporate Social Responsibility & ESG	Fundraising, Relationship Management & Engagement	Payment Services	Financial Management, Grant & Award Management	Organizational & Program Management

OUR COMPETITORS[2]

benevity	salesforce.org (and partners)	Authorize.Net	Intacct	FACTS | renweb
CyberGrants	donorperfect	Network for Good	intuit quickbooks	VERACROSS
Bright Funds	We WEALTHENGINE	communitybrands	AWARDSPRING	tessitura NETWORK
	bloomerang	PowerSchool	FOUNDANT technologies	ACS Technologies

1 IDC Top 40 largest cloud software provider worldwide,2020 2 Informed by internal competitive intelligence and analysis

Built on industry leading cloud technology



Power of the Platform

Common shared components

Continuous innovation and feature deployment

Accelerated time to market

Integrated capabilities

Enables a network effect

We make it simple with one accountable partner

Cloud Software

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

Expertise

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

Services

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

Data Intelligence

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

A culture built on unmatched commitment to social good

We work as one.

We bring heart.

We invent possibilities.

We expect the best.

We give back.

7 out of 10

employees volunteer logging over 100,000 hours annually

1 out of 5

employees serve on nonprofit boards

600+

engineers; largest R&D investment in the sector

30%

of open job postings filled by existing employees through promotion and growth opportunities

500+

employees worked previously for social good organizations

9 out of 10

employees say that it is important to them that Blackbaud operates in a socially responsible manner

1 out of 3

employees belong to an employee-led affinity group

1 out of 4

employees participate in our matching gift program

Note: 2021 Internal Statistics

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Financial Strategy

Growth driven by a four-point strategy

1

Expand total addressable market

Acquiring, building, and partnering into near adjacent markets and expanding existing ones

2

Lead with world class teams and operations

Executing a world-class operating model on a journey to improve company performance as measured by ‘Rule of 40’

3

Delight customers with innovative cloud solutions

Comprehensive, purpose-built cloud solutions – backed by service to deliver differentiated value

4

Focus on employees, culture, and ESG initiatives

Continue to evolve our focus on people, culture, and corporate initiatives

Expand total addressable market

Acquiring, building, and partnering into near adjacent markets

- 2014 – WhippleHill
- 2014 – MicroEdge
- 2015 – SMART TUITION
- 2016 – Attentive.ly
- 2017 – academicworks
- 2017 – JustGiving
- 2018 – Reeher
- 2019 – YourCause
- 2021 – EVERFI

$14B+

in TAM added through acquisitions and new solution builds

Acquisition Strategy:

- Expand TAM into near adjacencies
- Accelerate shift to the cloud
- Accelerate revenue growth
- Accretive to operating margin

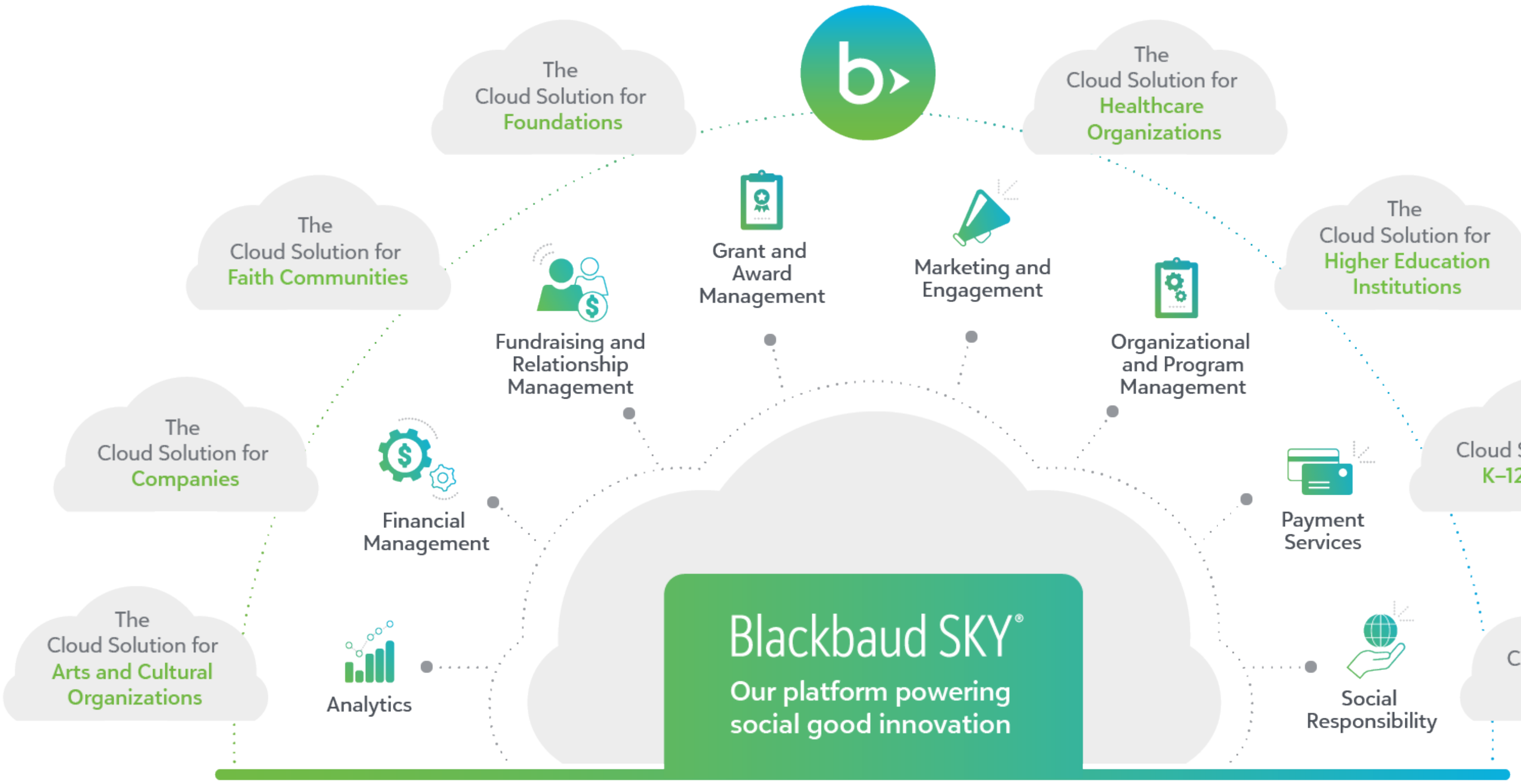
Lead with world class teams and operations

Vertical Go-to-market
focus on customer needs and solution selling

Centers of Excellence
support functions with common systems, metrics, and measurement

Productivity Improvement
continuous improvement across all functions of the organization

Delight customers with innovative cloud solutions



Focus on employees, culture and ESG initiatives

Vision: Drive long-term sustainable value for all our stakeholders by living out our higher purpose of "helping good take over" in the way we operate all facets of our business through a world class ESG program

ENVIRONMENTAL

Achieved carbon neutrality across operations and data centers for 2021

Substantially reduced emissions related to global real estate footprint, employee commute and business travel

Announced multi-year commitment to Project Drawdown's climate initiatives

Engaging with TCFD and CDP to ensure transparent sustainability reporting and progress

SOCIAL

Attract and retain top talent regardless of location with remote-first workforce strategy

Building diverse teams through inclusive culture and focus on employee well-being with robust resources and support

Strong culture of giving back through corporate philanthropy and employee volunteer support

GOVERNANCE

Joined UN Global Compact in 2021

Created ESG Steering Committee with CEO sponsorship and board of director's oversight

Focus on increasing level of disclosure on targets and metrics

Maintain formalized policies and procedures to be responsible and ethical custodians of personal data

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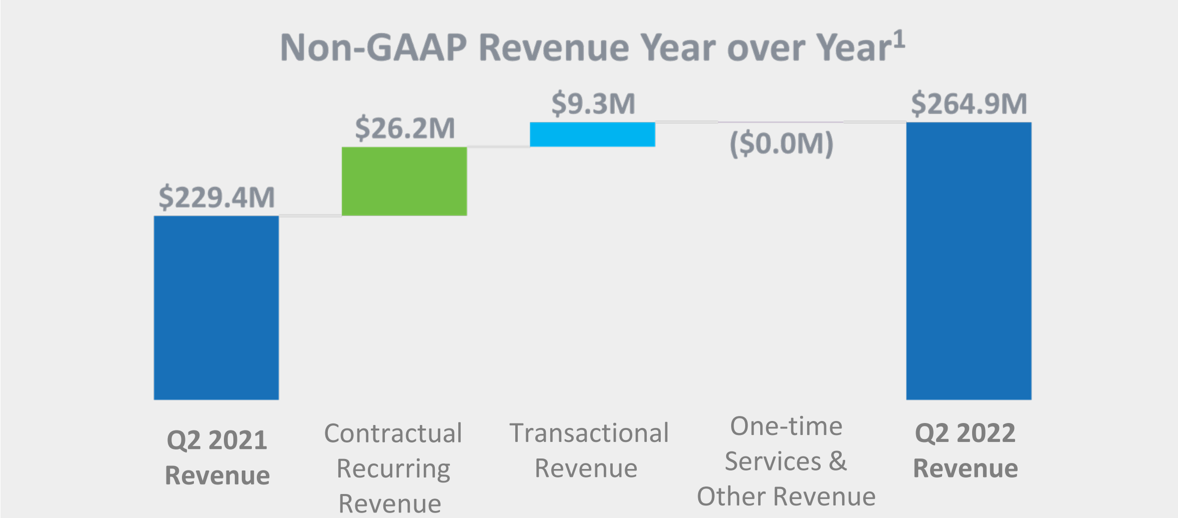
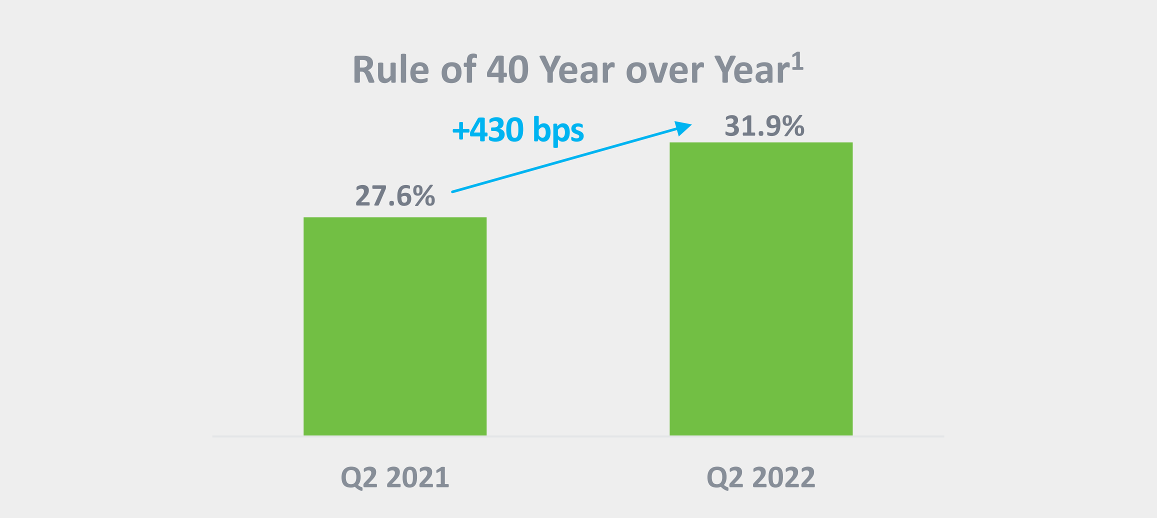
Strong Q2 2022 Financial Performance





Contractual Recurring Revenue

- EVERFI Q2 contractual recurring revenue of ~$23.4M
- Continued strength in renewals and sales productivity trends

Transactional Revenue

- Payments business continues to deliver strong growth on increasing volumes, benefitting from accelerated shift toward online donations

One-time Services & Other Revenue

- Roughly flat vs. Q2 2021, addition of EVERFI offset by decline in legacy Blackbaud one-time services revenue
- Optionality to shift more significant mix of professional services work to partners could cause decline to continue beyond 2022

Rule of 40 Highlights:

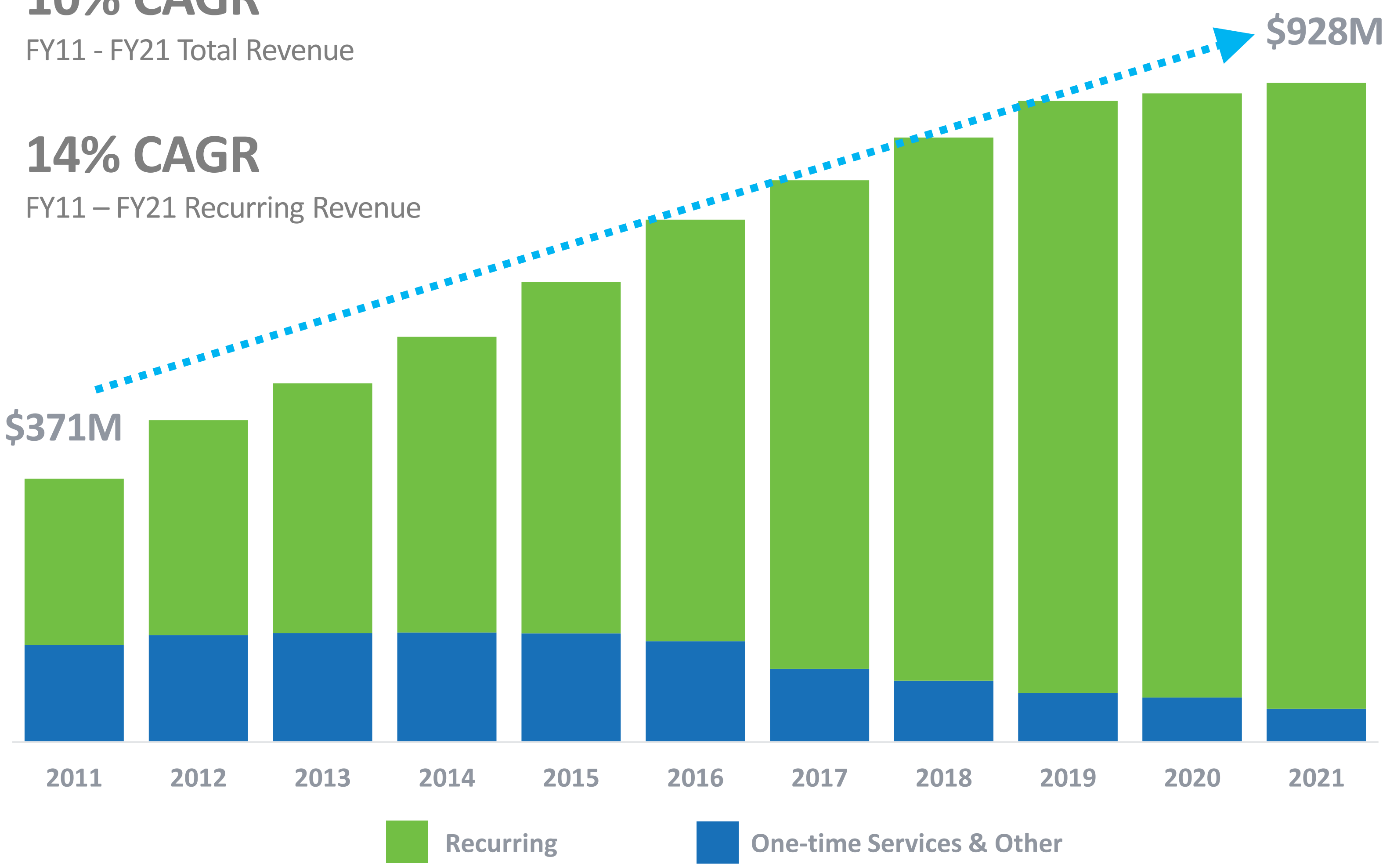
- Outperformed original expectations on revenue growth and profitability in the quarter
- Reflects our continued progress on key growth and margin drivers like pricing initiatives, shift to third-party cloud infrastructure, go-to-market efficiencies and EVERFI integration
- Revised full year 2022 Rule of 40 guidance calling for ~28% at constant currency with mid single-digit organic revenue growth and adjusted EBITDA margin in the range of 24%-24.5% at constant currency

[1] Non-GAAP performance through 6/30/22. Rule of 40 measured by non-GAAP organic revenue growth on constant currency basis plus non-GAAP Adjusted EBITDA margin shown on constant currency basis. Non-GAAP adjusted EBITDA is defined as GAAP net income plus interest, net; income tax provision; depreciation; amortization of intangible assets from business combinations; amortization of software and content development costs; acquisition-related deferred revenue write-down; stock-based compensation; acquisition-related integration costs; acquisition-related expenses; employee severance; and restructuring and other real estate activities. Please refer to the appendix of this presentation.

Proven history of double-digit revenue growth inclusive of M&A

10% CAGR
FY11 - FY21 Total Revenue

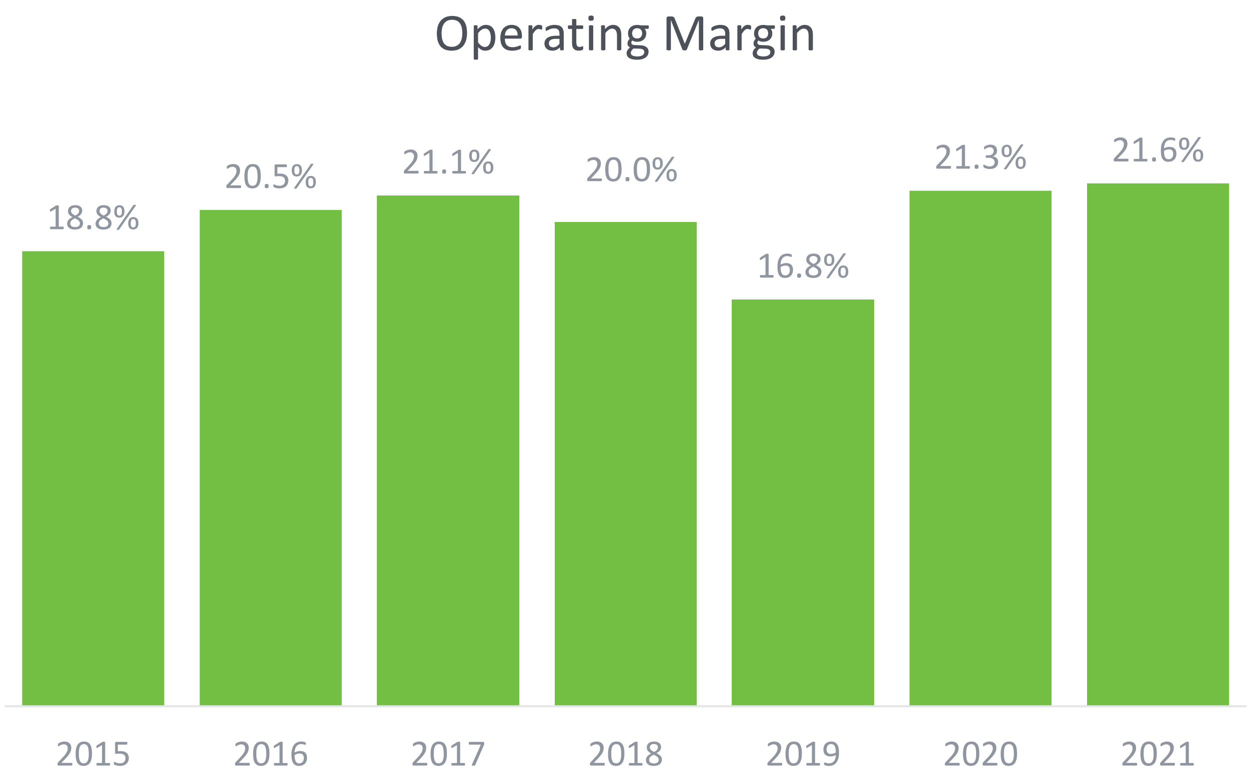
14% CAGR
FY11 – FY21 Recurring Revenue



- Recurring 95% of total revenue in 2021
- History of double-digit growth despite one-time services drag
- Execution of successful M&A strategy grows the revenue base and accelerates growth and shift to the cloud
- Multiple levers to drive meaningful growth going forward

Non-GAAP Revenue. Beginning with 2016, results reflect adoption of ASC 606.

Revenue growth and scalability drive strong profitability with significant margin expansion opportunity



Operating Margin

Leverage opportunities for future expansion:

Go-to-Market Efficiency
Focusing on digital first lead generation, market coverage and sales velocity

Engineering and Innovation
Invest in innovative cloud solutions

Migration to Public Cloud Infrastructure
Enhanced scalability and security

Operational Scale and Efficiency
Continuous simplification, automation and efficiency gains

Non-GAAP operating margin. Beginning with 2016, results reflect adoption of ASC 606.

Leverage opportunities exist within gross and operating margin

Dilutive — **TOTAL COMPANY GROSS MARGIN** — **Accretive**

One-time Services & Other

Payments

Contractual Recurring

Other Transactional

Dilutive — **TOTAL COMPANY OPERATING MARGIN** — **Accretive**

One-time Services & Other

Payments

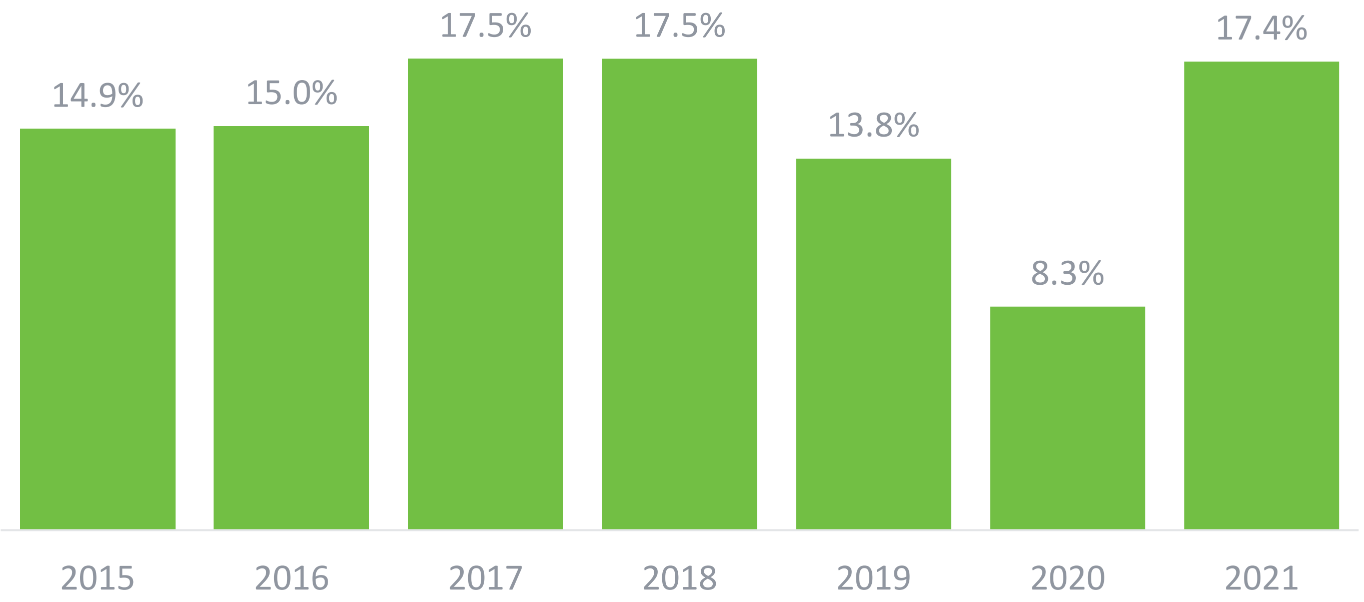
Contractual Recurring

Other Transactional

2021 Non-GAAP gross margin and operating margin.

Strong free cash flow generation

Free Cash Flow Margin



	2015	2016	2017	2018	2019	2020	2021
Capital Investments	$34M	$44M	$39M	$52M	$58M	$72M	$52M

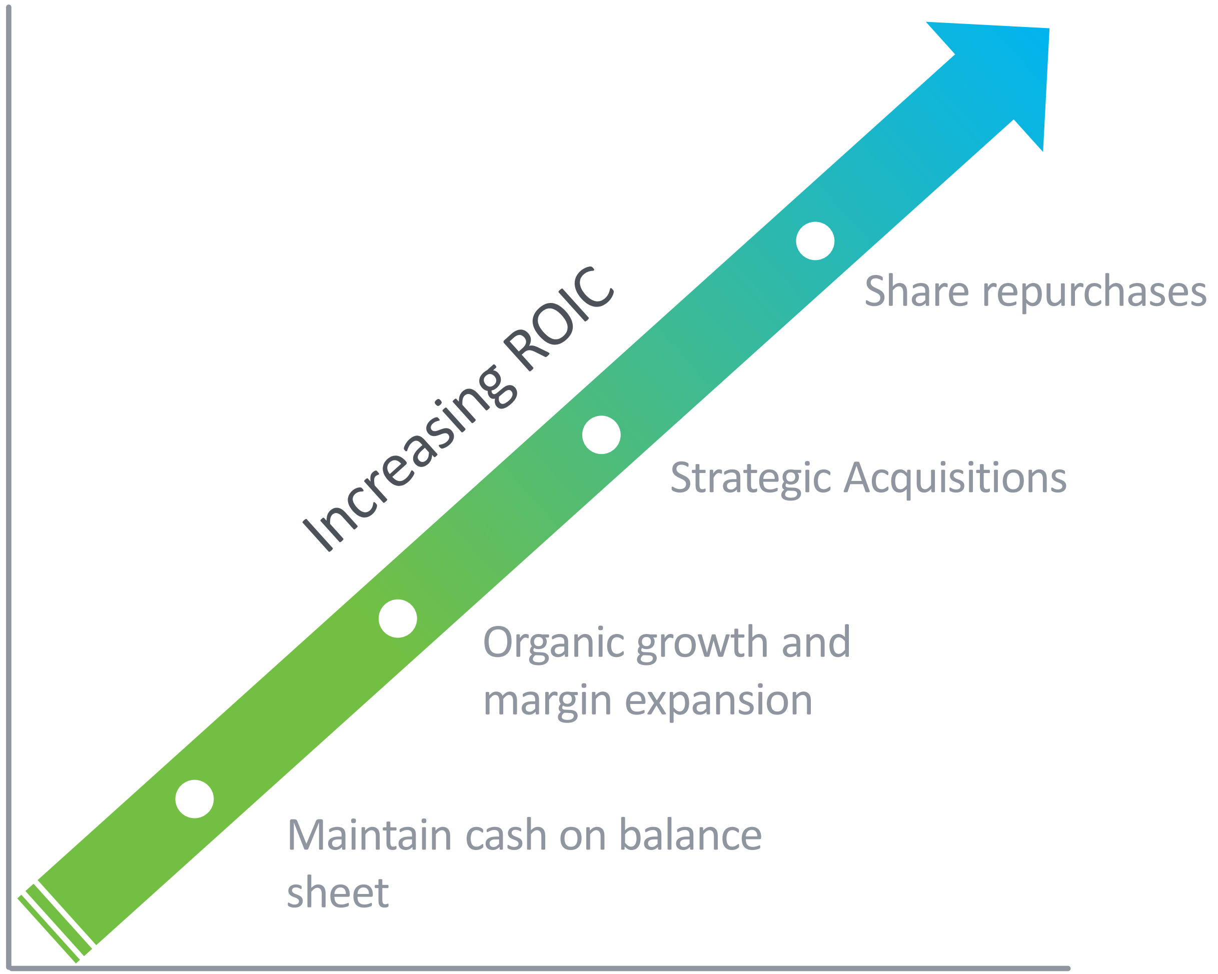
Free Cash Flow Highlights

Free cash flow margins inclusive of investments:

- Focused on go-to-market model
- Innovation and new solution builds
- Security and cloud infrastructure
- Global workplace strategy

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.

Capital strategy increases shareholder value



1

Maintain liquidity and access to capital

- Oct 2020 amended, extended and expanded credit facility to $900M, Dec 2021 exercised accordion feature for incremental term loan of $250M
- Maximum Net Leverage: 4.25x

2

Accelerate performance in Rule of 40 framework

- Capital investments consistent with solution roadmap and strategy
- Constant pursuit of operational efficiencies
- Drives future cash generation

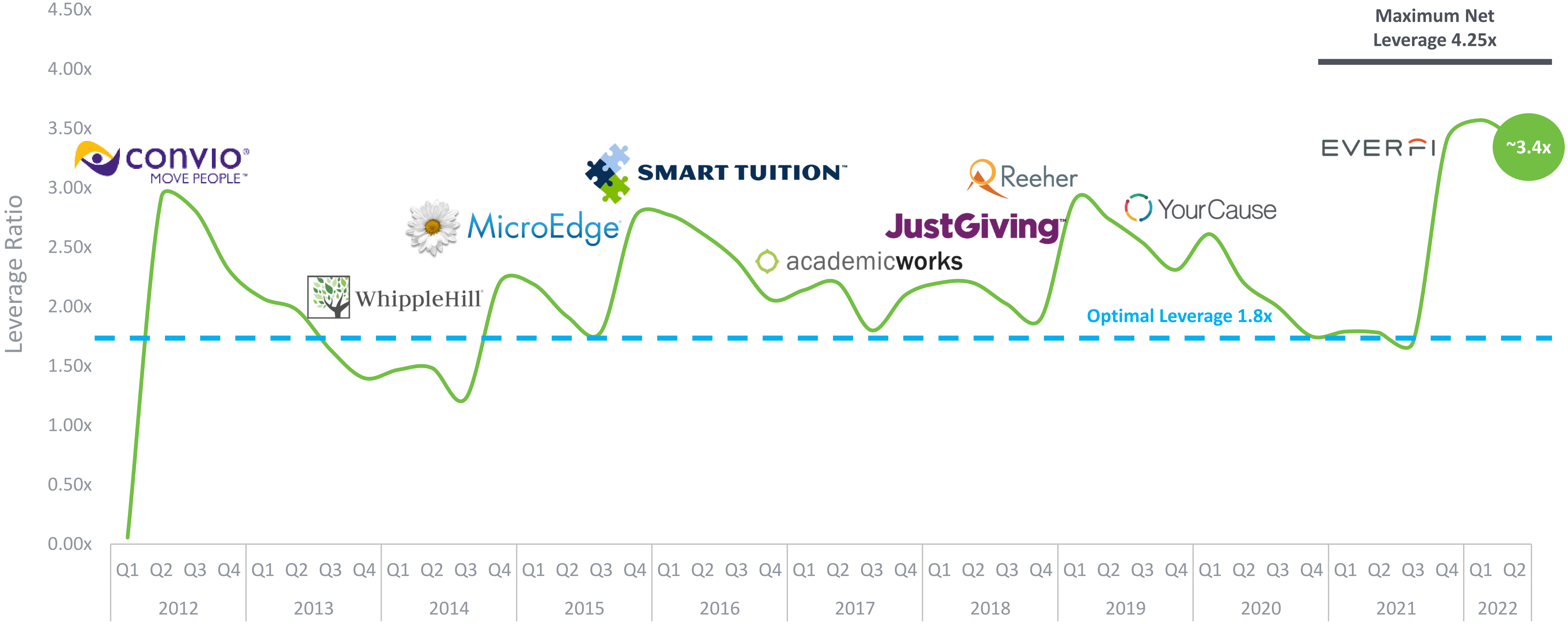
3

Return capital to shareholders

- Pursue share repurchases when internal estimates determine the company's shares are undervalued by the market and adequate capital is available
- November 2020 expanded share repurchase authorization from $50M to $250M; ~$149M repurchased since November 2020
- Dec 2021 Board re-authorized and replenished share repurchase program for up to an additional $250M

Current covenant for leverage ratio is less than or equal to 4.25x through Q3 2022, then drops to 4.0x through Q4 2023. Shares repurchased through 6/30/2022. Details on our share repurchases can be found in our most recent SEC filings.

Proven history of rapid deleveraging post-acquisition



Note: Current covenant for leverage ratio is less than or equal to 4.25x through Q3 2022, then drops to 4.0x through Q4 2023. Calculation of debt over TTM EBITDA is based on credit agreement in place at the end of the respective reporting quarter.

Generating strong returns on invested capital

Strong Returns	
2021 WACC: 8.0% 2021 ROIC[1]: 17.6%	2.2x

19% 2013-2021 avg ROIC — Driving shareholder value through strong ROIC…

12% 2013-2021 CAGR — …on a significantly larger invested capital base…

…with potential for increased returns driven by Rule of 40 performance.

(1) See appendix for detailed ROIC calculation

2022 Total Company Guidance

		Mid-Point
Total Revenue	\$1,050M – \$1,070M	**\$1,060M**
Adjusted EBITDA Margin	23.7% – 24.2%	**24.0%**
Diluted EPS	\$2.43 – \$2.63	**\$2.54**
Adjusted Free Cash Flow	\$140M – \$150M	**\$145M**

- Anticipating total revenue growth rate in the mid to high-teens
- Expect organic total revenue growth in the mid-single digits – accelerates timeline for original mid-term goal by several years
- Targeting ~28% on the Rule of 40 at constant currency

Non-GAAP. Guidance updated on 8/2/2022. Mid-point presented for illustration only, not as a prediction of 2022 performance. Assumptions included in full year 2022 financial guidance: Non-GAAP annualized effective tax rate of 20%; Interest expense for the year of \$34M - \$37M; Fully diluted shares for the year in the range of 52M - 53.5M; Capital expenditures for the year in the range of \$60M - \$70M, including \$50M to \$60M of capitalized software and content 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 and content development, capital expenditures for property and equipment, plus cash flow, net of insurance, related to the previously disclosed Security Incident discovered in May 2020 (the "Security Incident"). For full year 2022, Blackbaud currently expects net cash outlays of \$15 million to \$25 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. As of June 30, 2022, Blackbaud has not recorded a loss contingency related to the Security Incident as it is unable to reasonably estimate the possible amount or range of such loss. Please refer to the section below titled "Non-GAAP Financial Measures" for more information on Blackbaud's use of non-GAAP financial measures.

Accelerating financial goals within Rule of 40 framework

- Substantial acceleration in near-term organic revenue growth profile and Rule of 40 performance
- Mid to high single-digit organic revenue growth has moved from aspirational target to mid-term expectation
- Increased line of sight into long-term goal of achieving Rule of 40 with elevated organic revenue growth profile

	Near-Term		Mid-Term Goal	Long-Term Goal
	FY 2022 Guidance	**FY 2023 Long-Term Incentive Plan Target**	**2024-2025**	**2027-2028**
Non-GAAP Organic Revenue Growth[1]	**~3% - 5%**	**N/A**	**Mid to High Single-Digit Annually**	**High Single-Digit Annually**
Rule of 40[1]	**~27% - 30%**	**33%**	**35%+**	**40%+**

[1]At constant currency. Financial goals represent full year targets. 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; depreciation; amortization of intangible assets from business combinations; amortization of software and content development costs; stock-based compensation; employee severance; acquisition and disposition-related costs; restructuring and other real estate activities; costs, net of insurance, related to the Security Incident; and impairment of capitalized software development costs.

Multiple organic growth drivers going forward

High Single-Digit Organic Growth

Near-term Growth Drivers	1. Bookings return to pre-pandemic levels 2. Return of in-person events began in 2021 and expected to continue in 2022 3. Capitalize on accelerated shift to online payments 4. Drag from one-time services dissipates - ~200bps drag on 2021 total revenue growth
Capture New Pricing Opportunities	5. Bring proven international pricing innovation to the U.S. 6. Pricing in line with market – two programs underway
Execute Current Growth Initiatives	7. Accelerate bookings performance through increased sales velocity and productivity 8. Capture land and expand opportunity created by growing product portfolio 9. Maximize value from partner program 10. Improve on already strong retention rates

Revenue growth and scalability drive margin expansion

Rule of 40

Go-To-Market Efficiency	1. Reduce customer acquisition cost and improve payback period 2. Increase sales velocity
Innovation and Infrastructure	3. Innovation in the cloud drives lower cost operating structure 4. Shift to third-party cloud infrastructure
Operational Scale and Efficiency	5. Remote-first workforce strategy drives real estate savings 6. Pricing optimization 7. Continuous simplification, automation, and efficiency gains

Maximizing shareholder value

- **Large, resilient and growing global markets** allow for multiple levers to accelerate revenue growth
- **Committed to a clear strategy** focused on achieving “Rule of 40”
- Rapidly **innovating for our customers** and positioned to capture **digital shift** in our markets
- Executing a proven capital allocation strategy to **increase shareholder value**

Appendix

Return on Invested Capital (ROIC) Calculation

(dollars in millions)

	2021
Total Assets	$2,972
Less: Restricted cash and customer funds receivable	(598)
Less: Non-interest bearing current liabilities	(401)
Add: Accumulated depreciation	58
Add: Accumulated amortization of software development	75
Add: Accumulated amortization of ROU assets[1]	24
Add: Accumulated amortization of intangibles	213
Less: Purchase price of 2021 acquisition[2]	(723)
Add: Research & development (excluding stock-based compensation) 3Y Expense[3]	274
Invested Capital	**$1,894**

Income from Operations	25
Add: Rent/Lease expense	11
Add: Depreciation	14
Add: Amortization of software development	33
Add: Amortization of intangibles	37
EBITDA[4]	120
Add: Stock-based compensation	120
Add: R&D Exp (excl SBC)	97
Adjusted EBITDA[4]	338
Less: Implied taxes (assumes 20% tax rate)	(5)
Adjusted NOPAT[4]	$333
Return on invested capital (ROIC)	**17.6%**

(1) With adoption of ASC842 and subsequent addition of right-of-use assets on the balance sheet, value of leased assets is replaced
(2) EVERFI acquired on 12/31/21
(3) Sum of previous three years R&D expense excluding any stock-based compensation
(4) Non-GAAP EBITDA, Adjusted EBITDA, Adjusted NOPAT

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

(dollars in thousands)	Six months ended		Three months ended		Year ended	Three months ended			
	06/30/2022	06/30/2021	06/30/2022	03/31/2022	12/31/2021	12/31/2021	09/30/2021	06/30/2021	03/31/2021
GAAP revenue	$ 522,051	$ 448,631	$ 264,927	$ 257,124	$ 927,740	$ 247,891	$ 231,218	$ 229,440	$ 219,191
GAAP revenue growth	**16.4 %**		**15.5 %**	**17.3 %**					
Add: Non-GAAP acquisition-related revenue (1)	—	51,070	—	—	104,378	27,322	25,986	25,841	25,229
Non-GAAP organic revenue (2)	$ 522,051	$ 499,701	$ 264,927	$ 257,124	$ 1,032,118	$ 275,213	$ 257,204	$ 255,281	$ 244,420
Non-GAAP organic revenue growth	**4.5 %**		**3.8 %**	**5.2 %**					
Non-GAAP organic revenue (2)	$ 522,051	$ 499,701	$ 264,927	$ 257,124	1,032,118	$ 275,213	$ 257,204	$ 255,281	$ 244,420
Foreign currency impact on Non-GAAP organic revenue (3)	3,817	—	2,906	911	—	—	—	—	—
Non-GAAP organic revenue on constant currency basis (3)	$ 525,868	$ 499,701	$ 267,833	$ 258,035	$ 1,032,118	$ 275,213	$ 257,204	$ 255,281	$ 244,420
Non-GAAP organic revenue growth on constant currency basis	**5.2 %**		**4.9 %**	**5.6 %**					
GAAP recurring revenue	497,173	423,736	252,507	244,666	880,850	238,584	218,530	216,986	206,750
GAAP recurring revenue growth	**17.3 %**		**16.4 %**	**18.3 %**					
Add: Non-GAAP acquisition-related recurring revenue (1)	—	45,945	—	—	93,500	24,731	22,824	23,157	22,788
Non-GAAP organic recurring revenue	$ 497,173	$ 469,681	$ 252,507	$ 244,666	$ 974,350	$ 263,315	$ 241,354	$ 240,143	$ 229,538
Non-GAAP organic recurring revenue growth	**5.9 %**		**5.1 %**	**6.6 %**					

(1) Non-GAAP acquisition-related revenue excludes incremental acquisition-related revenue calculated in accordance with GAAP that is attributable to companies acquired in the current fiscal year. For companies acquired in the immediately preceding fiscal year, non-GAAP acquisition-related revenue reflects presentation of full-year incremental non-GAAP revenue derived from such companies, as if they were combined throughout the prior period.

(2) Non-GAAP organic 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 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 06/30/2022	Three months ended 06/30/2021	Six months ended 06/30/2022	Six months ended 06/30/2021
GAAP net income	$ (3,422)	$ 6,731	$ (13,829)	$ 6,567
Non-GAAP adjustments:				
Add: Interest, net	8,862	4,977	16,338	9,939
Add: GAAP income tax (benefit) provision	(2,367)	1,745	(4,417)	2,429
Add: Depreciation	3,585	3,140	7,123	6,351
Add: Amortization of intangibles from business combinations	13,209	9,447	26,509	19,124
Add: Amortization of software and content development costs(1)	9,488	8,119	18,733	16,082
Subtotal	32,777	27,428	64,286	53,925
Non-GAAP EBITDA	$ 29,355	$ 34,159	$ 50,457	$ 60,492
Non-GAAP EBITDA margin	11.1 %		9.7 %	
Non-GAAP adjustments:				
Add: Stock-based compensation expense	27,854	30,549	55,714	60,554
Add: Employee severance	462	451	462	1,442
Add: Acquisition and disposition-related costs	2,292	64	3,249	31
Add: Restructuring and other real estate activities	—	118	71	7
Add: Security Incident-related costs, net of insurance(2)	8,348	470	15,549	471
Add: Impairment of capitalized software development costs	2,263	—	2,263	—
Subtotal	41,219	31,652	77,308	62,505
Non-GAAP adjusted EBITDA	$ 70,574	$ 65,811	$ 127,765	$ 122,997
Non-GAAP adjusted EBITDA margin	**26.6 %**		**24.5 %**	
Rule of 40(3)	**30.4 %**		**29.0 %**	
Non-GAAP adjusted EBITDA	70,574	65,811	127,765	122,997
Foreign currency impact on Non-GAAP adjusted EBITDA(4)	1,651	(1,726)	2,152	(2,230)
Non-GAAP adjusted EBITDA on constant currency basis(4)	$ 72,225	$ 64,085	$ 129,917	$ 120,767
Non-GAAP adjusted EBITDA margin on constant currency basis	**27.0 %**		**24.7 %**	
Rule of 40 on constant currency basis(5)	**31.9 %**		**29.9 %**	

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

(2) 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. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

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

(4) 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.

(5) 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 June 30, 2022									
(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, net of insurance[(1)]	Add: Impairment of capitalized software development costs	Non-GAAP adjustments subtotal	Non-GAAP
Revenue									
Recurring	$ 252,507	$ —	$ —	$ —	$ —	$ —	$ —	$ —	$ 252,507
One-time services and other	12,420	—	—	—	—	—	—	—	12,420
Total revenue	**264,927**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**264,927**
Cost of revenue									
Cost of recurring	114,487	(2,888)	(12,059)	(50)	—	—	—	(14,997)	99,490
Cost of one-time services and other	11,120	(876)	(345)	(331)	—	—	—	(1,552)	9,568
Total cost of revenue	**125,607**	**(3,764)**	**(12,404)**	**(381)**	**—**	**—**	**—**	**(16,549)**	**109,058**
Gross profit	**139,320**	**3,764**	**12,404**	**381**	**—**	**—**	**—**	**16,549**	**155,869**
Recurring gross margin	*54.7 %*							*5.9 %*	*60.6 %*
One-time services and other gross margin	*10.5 %*							*12.5 %*	*23.0 %*
Total gross margin	***52.6 %***							***6.2 %***	***58.8 %***
Operating expenses									
Sales, marketing and customer success	52,737	(5,293)	—	—	—	—	—	(5,293)	47,444
Research and development	38,333	(5,875)	—	—	—	—	—	(5,875)	32,458
General and administrative	47,391	(12,922)	—	(81)	(2,292)	(8,348)	(2,263)	(25,906)	21,485
Amortization	805	—	(805)	—	—	—	—	(805)	—
Total operating expenses	**139,266**	**(24,090)**	**(805)**	**(81)**	**(2,292)**	**(8,348)**	**(2,263)**	**(37,879)**	**101,387**
Income from operations	**54**	**27,854**	**13,209**	**462**	**2,292**	**8,348**	**2,263**	**54,428**	**54,482**
Total operating margin	*— %*							***20.6 %***	***20.6 %***
Net (loss) income	**$ (3,422)**								**$ 38,911**
Shares used in computing diluted (loss) earnings per share	51,661								51,986
Diluted (loss) earnings per share	**$ (0.07)**								**$ 0.75**

(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. 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)

Six Months Ended June 30, 2022										
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Employee severance	Acquisition and disposition-related costs	Restructuring and other real estate activities	Security Incident-related costs, net of insurance[1]	Add: Impairment of capitalized software development costs	Non-GAAP adjustments subtotal	Non-GAAP
Revenue										
Recurring	$ 497,173	$ —	$ —	$ —	$ —	$ —	$ —	$ —	$ —	$ 497,173
One-time services and other	24,878	—	—	—	—	—	—	—	—	24,878
Total revenue	**522,051**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**522,051**
Cost of revenue										
Cost of recurring	226,661	(6,006)	(24,189)	(50)	—	—	—	—	(30,245)	196,416
Cost of one-time services and other	22,308	(1,907)	(704)	(331)	—	—	—	—	(2,942)	19,366
Total cost of revenue	**248,969**	**(7,913)**	**(24,893)**	**(381)**	**—**	**—**	**—**	**—**	**(33,187)**	**215,782**
Gross profit	**273,082**	**7,913**	**24,893**	**381**	**—**	**—**	**—**	**—**	**33,187**	**306,269**
Recurring gross margin	*54.4 %*								*6.1 %*	*60.5 %*
One-time services and other gross margin	*10.3 %*								*11.9 %*	*22.2 %*
Total Gross Margin	***52.3 %***								***6.4 %***	***58.7 %***
Operating expenses										
Sales, marketing and customer success	107,953	(10,304)	—	—	—	—	—	—	(10,304)	97,649
Research and development	78,285	(12,117)	—	—	—	—	—	—	(12,117)	66,168
General and administrative	91,153	(25,380)	—	(81)	(3,249)	(71)	(15,549)	(2,263)	(46,593)	44,560
Amortization	1,616	—	(1,616)	—	—	—	—	—	(1,616)	—
Total operating expenses	**279,007**	**(47,801)**	**(1,616)**	**(81)**	**(3,249)**	**(71)**	**(15,549)**	**(2,263)**	**(70,630)**	**208,377**
Income from operations	**(5,925)**	**55,714**	**26,509**	**462**	**3,249**	**71**	**15,549**	**2,263**	**103,817**	**97,892**
Total Operating Margin	***(1.1)%***								***19.9 %***	***18.8 %***
Net (loss) income	**$ (13,829)**									**$ 68,457**
Shares used in computing diluted (loss) earnings per share	51,432									51,954
Diluted (loss) earnings per share	**$ (0.27)**									**$ 1.32**

(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. 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 June 30, 2021									
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Employee severance	Acquisition and disposition-related costs	Restructuring and other real estate activities	Security Incident-related costs, net of insurance	Non-GAAP adjustments subtotal	Non-GAAP
Revenue									
Recurring	$ 216,986	$ —	$ —	$ —	$ —	$ —	$ —	$ —	$ 216,986
One-time services and other	12,454	—	—	—	—	—	—	—	12,454
Total revenue	**229,440**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**229,440**
Cost of revenue									
Cost of recurring	94,435	(3,492)	(8,448)	—	—	—	—	(11,940)	82,495
Cost of one-time services and other	13,635	(1,745)	(432)	(15)	—	—	—	(2,192)	11,443
Total cost of revenue	**108,070**	**(5,237)**	**(8,880)**	**(15)**	**—**	**—**	**—**	**(14,132)**	**93,938**
Gross profit	**121,370**	**5,237**	**8,880**	**15**	**—**	**—**	**—**	**14,132**	**135,502**
Recurring gross margin	*56.5 %*							*5.5 %*	*62.0 %*
One-time services and other gross margin	*(9.5)%*							*17.6 %*	*8.1 %*
Total Gross Margin	***52.9 %***							***6.2 %***	***59.1 %***
Operating expenses									
Sales, marketing and customer success	45,452	(4,678)	—	(436)	—	—	—	(5,114)	40,338
Research and development	30,222	(6,901)	—	—	—	—	—	(6,901)	23,321
General and administrative	32,008	(13,733)	—	—	(64)	(40)	(470)	(14,307)	17,701
Amortization	567	—	(567)	—	—	—	—	(567)	—
Restructuring	78	—	—	—	—	(78)	—	(78)	—
Total operating expenses	**108,327**	**(25,312)**	**(567)**	**(436)**	**(64)**	**(118)**	**(470)**	**(26,967)**	**81,360**
Income from operations	**13,043**	**30,549**	**9,447**	**451**	**64**	**118**	**470**	**41,099**	**54,142**
Total Operating Margin	***5.7 %***							***17.9 %***	***23.6 %***
Net Income	**$ 6,731**								**$ 39,660**
Shares used in computing diluted earnings per share	48,445								48,445
Diluted earnings per share	**$ 0.14**								**$ 0.82**

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

Six Months Ended June 30, 2021									
(in thousands, except per share amounts)	GAAP	Stock-based compensation expense	Amortization of intangibles from business combinations	Employee severance	Acquisition and disposition-related costs	Restructuring and other real estate activities	Security Incident-related costs, net of insurance	Non-GAAP adjustments subtotal	Non-GAAP
Revenue									
Recurring	$ 423,736	$ —	$ —	$ —	$ —	$ —	$ —	$ —	$ 423,736
One-time services and other	24,895	—	—	—	—	—	—	—	24,895
Total revenue	**448,631**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**448,631**
Cost of revenue									
Cost of recurring	183,300	(5,903)	(17,100)	—	—	—	—	(23,003)	160,297
Cost of one-time services and other	28,155	(4,692)	(908)	(15)	—	—	—	(5,615)	22,540
Total cost of revenue	**211,455**	**(10,595)**	**(18,008)**	**(15)**	**—**	**—**	**—**	**(28,618)**	**182,837**
Gross profit	**237,176**	**10,595**	**18,008**	**15**	**—**	**—**	**—**	**28,618**	**265,794**
Recurring gross margin	*56.7 %*							*5.5 %*	*62.2 %*
One-time services and other gross margin	*(13.1)%*							*22.6 %*	*9.5 %*
Total Gross Margin	***52.9 %***							***6.3 %***	***59.2 %***
Operating expenses									
Sales, marketing and customer success	94,245	(10,106)	—	(1,342)	—	—	—	(11,448)	82,797
Research and development	59,401	(13,615)	—	—	—	—	—	(13,615)	45,786
General and administrative	62,595	(26,238)	—	(85)	(31)	125	(471)	(26,700)	35,895
Amortization	1,116	—	(1,116)	—	—	—	—	(1,116)	—
Restructuring	132	—	—	—	—	(132)	—	(132)	—
Total operating expenses	**217,489**	**(49,959)**	**(1,116)**	**(1,427)**	**(31)**	**(7)**	**(471)**	**(53,011)**	**164,478**
Income from operations	**19,687**	**60,554**	**19,124**	**1,442**	**31**	**7**	**471**	**81,629**	**101,316**
Total Operating Margin	***4.4 %***							***18.2 %***	***22.6 %***
Net Income	**$ 6,567**								**$ 72,500**
Shares used in computing diluted earnings per share	48,445								48,445
Diluted earnings per share	**$ 0.14**								**$ 1.50**

Historical Consolidated Balance Sheets (Unaudited)

(in thousands)	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022
Assets						
Current assets:						
Cash and cash equivalents	$ 27,753	$ 28,288	$ 27,591	$ 55,146	$ 33,786	$ 29,029
Restricted cash	255,158	434,567	216,122	596,616	279,594	449,491
Accounts receivable, net of allowance	83,333	119,270	105,873	102,726	91,770	149,237
Customer funds receivable	945	5,390	6,076	977	2,049	1,194
Prepaid expenses and other current assets	98,095	103,493	102,319	95,506	99,913	98,041
Total current assets	465,284	691,008	457,981	850,971	507,112	726,992
Property and equipment, net	105,124	104,914	103,346	111,428	112,675	111,865
Operating lease right-of-use assets	20,055	22,630	19,652	53,883	51,808	50,036
Software and content development costs, net	113,624	116,562	118,860	121,377	126,766	130,329
Goodwill	637,113	637,510	635,912	1,058,640	1,056,794	1,051,230
Intangible assets, net	269,118	260,072	249,494	698,052	683,348	664,400
Other assets	74,022	70,666	69,699	77,266	90,194	90,670
Total assets	$ 1,684,340	$ 1,903,362	$ 1,654,944	$ 2,971,617	$ 2,628,697	$ 2,825,522
Liabilities and stockholders' equity						
Current liabilities:						
Trade accounts payable	$ 35,274	$ 30,605	$ 38,388	$ 22,067	$ 39,490	$ 36,640
Accrued expenses and other current liabilities	53,013	55,808	58,579	100,096	72,195	77,411
Due to customers	254,947	438,633	220,785	594,273	278,179	449,402
Debt, current portion	12,875	12,911	12,948	18,697	18,116	18,154
Deferred revenue, current portion	290,025	339,670	329,426	374,499	350,952	412,712
Total current liabilities	646,134	877,627	660,126	1,109,632	758,932	994,319
Debt, net of current portion	537,924	531,973	514,418	937,483	963,109	921,619
Deferred tax liability	54,444	56,227	56,144	148,465	144,590	135,393
Deferred revenue, net of current portion	4,495	5,749	4,528	4,247	4,725	3,547
Operating lease liabilities, net of current portion	15,744	17,173	13,470	53,386	50,785	48,542
Other liabilities	9,439	9,339	9,421	1,344	1,506	1,628
Total liabilities	1,268,180	1,498,088	1,258,107	2,254,557	1,923,647	2,105,048
Commitments and contingencies						
Stockholders' equity:						
Preferred stock	—	—	—	—	—	—
Common stock, $0.001 par value	62	62	62	66	68	68
Additional paid-in capital	574,958	605,486	634,406	968,927	993,223	1,020,835
Treasury stock, at cost	(399,583)	(449,877)	(490,456)	(500,911)	(535,585)	(536,511)
Accumulated other comprehensive income	4,163	6,291	3,319	6,522	15,295	7,455
Retained earnings	236,560	243,312	249,506	242,456	232,049	228,627
Total stockholders' equity	416,160	405,274	396,837	717,060	705,050	720,474
Total liabilities and stockholders' equity	$ 1,684,340	$ 1,903,362	$ 1,654,944	$ 2,971,617	$ 2,628,697	$ 2,825,522

Historical Consolidated Statements of Comprehensive Income (Unaudited)

(in thousands, except share and per share amounts)	Q1 2021	Q2 2021	Q3 2021	Q4 2021	FY 2021	Q1 2022	Q2 2022
Revenue							
Recurring	$ 206,750	$ 216,986	$ 218,530	$ 238,584	$ 880,850	$ 244,666	$ 252,507
One-time services and other	12,441	12,454	12,688	9,307	46,890	12,458	12,420
Total revenue	219,191	229,440	231,218	247,891	927,740	257,124	264,927
Cost of revenue							
Cost of recurring	88,865	94,435	95,823	111,680	390,803	112,174	114,487
Cost of one-time services and other	14,520	13,635	11,858	12,379	52,392	11,188	11,120
Total cost of revenue	103,385	108,070	107,681	124,059	443,195	123,362	125,607
Gross profit	115,806	121,370	123,537	123,832	484,545	133,762	139,320
Operating expenses							
Sales, marketing and customer success	48,793	45,452	44,703	47,366	186,314	55,216	52,737
Research and development	29,179	30,222	31,566	33,606	124,573	39,952	38,333
General and administrative	30,587	32,008	34,733	48,934	146,262	43,762	47,391
Amortization	549	567	558	553	2,227	811	805
Restructuring	54	78	131	—	263	—	—
Total operating expenses	109,162	108,327	111,691	130,459	459,639	139,741	139,266
Income (loss) from operations	6,644	13,043	11,846	(6,627)	24,906	(5,979)	54
Interest expense	(5,114)	(5,054)	(4,003)	(3,832)	(18,003)	(7,599)	(8,976)
Other (expense) income, net	(1,010)	487	862	(159)	180	1,121	3,133
Income (loss) before provision (benefit) for income taxes	520	8,476	8,705	(10,618)	7,083	(12,457)	(5,789)
Income tax provision (benefit)	684	1,745	2,517	(3,561)	1,385	(2,050)	(2,367)
Net (loss) income	$ (164)	$ 6,731	$ 6,188	$ (7,057)	$ 5,698	$ (10,407)	$ (3,422)
Earnings (loss) per share							
Basic	$ —	$ 0.14	$ 0.13	$ (0.15)	$ 0.12	$ (0.20)	$ (0.07)
Diluted	$ —	$ 0.14	$ 0.13	$ (0.15)	$ 0.12	$ (0.20)	$ (0.07)
Common shares and equivalents outstanding							
Basic weighted average shares	47,363,197	47,756,326	47,542,746	46,989,624	47,412,306	51,199,717	51,660,739
Diluted weighted average shares	47,363,197	48,444,874	48,274,072	46,989,624	48,230,438	51,199,717	51,660,739
Other comprehensive income (loss)							
Foreign currency translation adjustment	2,511	1,783	(3,234)	(399)	661	(2,132)	(10,398)
Unrealized gain on derivative instruments, net of tax	4,149	345	262	3,602	8,358	10,905	2,558
Total other comprehensive income (loss)	6,660	2,128	(2,972)	3,203	9,019	8,773	(7,840)
Comprehensive income (loss)	$ 6,496	$ 8,859	$ 3,216	$ (3,854)	$ 14,717	$ (1,634)	$ (11,262)

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

Historical Consolidated Statements of Cash Flows (Unaudited)

(in thousands)	3 months ended 03/31/2021	6 months ended 06/30/2021	9 months ended 09/30/2021	12 months ended 12/31/2021	3 months ended 03/31/2022	6 months ended 06/30/2022
Cash flows from operating activities						
Net (loss) income	$ (164)	$ 6,567	$ 12,755	$ 5,698	$ (10,407)	$ (13,829)
Adjustments to reconcile net (loss) income to net cash provided by operating activitie						
Depreciation and amortization	20,461	40,742	60,484	82,410	25,545	51,283
Provision for credit losses and sales returns	2,141	4,418	7,992	11,450	1,875	3,653
Stock-based compensation expense	30,005	60,554	89,480	120,379	27,860	55,714
Deferred taxes	(1,142)	276	400	(2,429)	(7,431)	(16,656)
Amortization of deferred financing costs and discount	506	879	1,234	1,570	645	1,254
Other non-cash adjustments	(32)	155	(527)	10,490	(150)	4,225
Changes in operating assets and liabilities, net of acquisition and disposal of businesses:						
Accounts receivable	10,407	(27,134)	(18,779)	(6,525)	9,010	(50,818)
Prepaid expenses and other assets	(17,426)	(18,162)	(14,169)	(2,048)	(2,067)	3,685
Trade accounts payable	7,550	2,356	10,728	(9,670)	15,919	12,769
Accrued expenses and other liabilities	549	1,443	2,790	(8,190)	(13,430)	(8,739)
Deferred revenue	(22,752)	27,828	17,400	10,526	(22,865)	39,238
Net cash provided by operating activities	30,103	99,922	169,788	213,661	24,504	81,779
Cash flows from investing activities						
Purchase of property and equipment	(3,470)	(6,128)	(8,332)	(11,664)	(4,266)	(7,518)
Capitalized software and content development costs	(9,302)	(19,862)	(29,661)	(40,489)	(12,683)	(27,183)
Purchase of net assets of acquired companies, net of cash and restricted cash acquire	—	—	—	(419,120)	(19,985)	(19,016)
Net cash used in investing activities	(12,772)	(25,990)	(37,993)	(471,273)	(36,934)	(53,717)
Cash flows from financing activities						
Proceeds from issuance of debt	80,700	128,300	128,300	582,200	59,400	113,200
Payments on debt	(59,667)	(113,477)	(131,272)	(152,971)	(33,765)	(129,548)
Debt issuance costs	—	—	—	(3,106)	—	—
Stock issuance costs	—	—	—	—	—	(557)
Employee taxes paid for withheld shares upon equity award settlement	(18,426)	(38,712)	(39,012)	(39,404)	(34,674)	(35,600)
Change in due to customers	(353,597)	(170,061)	(386,973)	(13,464)	(315,294)	(141,001)
Change in customer funds receivable	(563)	(5,014)	(5,838)	(731)	(1,115)	(546)
Purchase of treasury stock	(28,066)	(58,074)	(98,353)	(108,416)	—	—
Net cash (used in) provided by financing activities	(379,619)	(257,038)	(533,148)	264,108	(325,448)	(194,052)
Effect of exchange rate on cash, cash equivalents, and restricted cash	230	992	97	297	(504)	(7,252)
Net (decrease) increase in cash, cash equivalents, and restricted cash	(362,058)	(182,114)	(401,256)	6,793	(338,382)	(173,242)
Cash, cash equivalents, and restricted cash, beginning of period	644,969	644,969	644,969	644,969	651,762	651,762
Cash, cash equivalents, and restricted cash, end of period	$ 282,911	$ 462,855	$ 243,713	$ 651,762	$ 313,380	$ 478,520

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

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

(in thousands, except share and per share amounts)	Q1 2021	Q2 2021	Q3 2021	Q4 2021	FY 2021	Q1 2022	Q2 2022
GAAP Revenue	$ 219,191	$ 229,440	$ 231,218	$ 247,891	$ 927,740	$ 257,124	$ 264,927
GAAP gross profit	$ 115,806	$ 121,370	$ 123,537	$ 123,832	$ 484,545	$ 133,762	$ 139,320
GAAP gross margin	52.8 %	52.9 %	53.4 %	50.0 %	52.2 %	52.0 %	52.6 %
Non-GAAP adjustments:							
Add: Stock-based compensation expense	5,358	5,237	4,263	5,094	19,952	4,149	3,764
Add: Amortization of intangibles from business combinations	9,128	8,880	8,595	8,209	34,812	12,489	12,404
Add: Employee severance	—	15	14	—	29	—	381
Subtotal	14,486	14,132	12,872	13,303	54,793	16,638	16,549
Non-GAAP gross profit	$ 130,292	$ 135,502	$ 136,409	$ 137,135	$ 539,338	$ 150,400	$ 155,869
Non-GAAP gross margin	59.4 %	59.1 %	59.0 %	55.3 %	58.1 %	58.5 %	58.8 %
GAAP income (loss) from operations	$ 6,644	$ 13,043	$ 11,846	$ (6,627)	$ 24,906	$ (5,979)	$ 54
GAAP operating margin	3.0 %	5.7 %	5.1 %	(2.7)%	2.7 %	(2.3)%	— %
Non-GAAP adjustments:							
Add: Stock-based compensation expense	30,005	30,549	28,926	30,899	120,379	27,860	27,854
Add: Amortization of intangibles from business combinations	9,677	9,447	9,153	8,762	37,039	13,300	13,209
Add: Employee severance	991	451	68	—	1,510	—	462
Add: Acquisition and disposition-related costs	(33)	64	50	2,973	3,054	957	2,292
Add: Restructuring and other real estate activities	(111)	118	(420)	12,515	12,102	71	—
Add: Security Incident-related costs, net of insurance (2)	1	470	851	493	1,815	7,201	8,348
Add: Impairment of capitalized software development costs	—	—	—	—	—	—	2,263
Subtotal	40,530	41,099	38,628	55,642	175,899	49,389	54,428
Non-GAAP income from operations	$ 47,174	$ 54,142	$ 50,474	$ 49,015	$ 200,805	$ 43,410	$ 54,482
Non-GAAP operating margin	21.5 %	23.6 %	21.8 %	19.8 %	21.6 %	16.9 %	20.6 %
GAAP income (loss) before provision (benefit) for income taxes	$ 520	$ 8,476	$ 8,705	$ (10,618)	$ 7,083	$ (12,457)	$ (5,789)
GAAP net (loss) income	$ (164)	$ 6,731	$ 6,188	$ (7,057)	$ 5,698	$ (10,407)	$ (3,422)
Shares used in computing GAAP diluted earnings (loss) per share	47,363,197	48,444,874	48,274,072	46,989,624	48,230,438	51,199,717	51,660,739
GAAP diluted earnings (loss) per share	$ —	$ 0.14	$ 0.13	$ (0.15)	$ 0.12	$ (0.20)	$ (0.07)
Non-GAAP adjustments:							
Add: GAAP income tax provision (benefit)	684	1,745	2,517	(3,561)	1,385	(2,050)	(2,367)
Add: Total Non-GAAP adjustments affecting income from operations	40,530	41,099	38,628	55,642	175,899	49,389	54,428
Non-GAAP income before provision for income taxes	41,050	49,575	47,333	45,024	182,982	36,932	48,639
Assumed non-GAAP income tax provision (3)	8,210	9,915	9,467	9,005	36,597	7,386	9,728
Non-GAAP net income	$ 32,840	$ 39,660	$ 37,866	$ 36,019	$ 146,385	$ 29,546	$ 38,911
Shares used in computing Non-GAAP diluted earnings per share	48,387,042	48,444,874	48,274,072	48,106,044	48,230,438	52,076,858	51,985,530
Non-GAAP diluted earnings per share	$ 0.68	$ 0.82	$ 0.78	$ 0.75	$ 3.04	$ 0.57	$ 0.75

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

Note 2: 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. Not included in this adjustment were costs associated with enhancements to our cybersecurity program.

Note 3: We apply a non-GAAP effective tax rate of 20.0% 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 3/31/2021	6 months ended 6/30/2021	9 months ended 9/30/2021	12 months ended 12/31/2021	3 months ended 3/31/2022	6 months ended 6/30/2022
GAAP net cash provided by operating activities	30,103	99,922	169,788	213,661	24,504	81,779
Less: purchase of property and equipment	(3,470)	(6,128)	(8,332)	(11,664)	(4,266)	(7,518)
Less: capitalized software and content development costs	(9,302)	(19,862)	(29,661)	(40,489)	(12,683)	(27,183)
Non-GAAP free cash flow	$ 17,331	$ 73,932	$ 131,795	$ 161,508	$ 7,555	$ 47,078
Add: Security Incident-related cash flows, net of insurance	1,416	3,794	4,549	6,739	823	5,164
Non-GAAP adjusted free cash flow	$ 18,747	$ 77,726	$ 136,344	$ 168,247	$ 8,378	$ 52,242