



# Investor Presentation

May 6, 2026



Nizel, Teammate, India

# Disclaimers

## Forward-Looking Statements

This presentation contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include all statements that are not historical facts, and further include, without limitation, statements reflecting our current views with respect to, among other things, our operations, our financial performance, our industry, the impact of the macroeconomic environment on our business, and other non-historical statements including the statements in the “2026 Outlook” section of this presentation. In some cases, you can identify these forward-looking statements by the use of words such as “outlook,” “believes,” “expects,” “potential,” “continues,” “may,” “will,” “should,” “could,” “would,” “seeks,” “predicts,” “intends,” “trends,” “plans,” “estimates,” “anticipates,” “position us” or the negative version of these words or other comparable words. Such forward-looking statements are subject to various risks and uncertainties. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements. These factors include but are not limited to: the dependence of our business on key clients; the risk of loss of business or non-payment from clients; our failure to cost-effectively acquire new clients; the risk that we may provide inadequate service or cause disruptions in our clients’ businesses or fail to comply with the quality standards required by our clients under our agreements; our inability to anticipate clients’ needs by adapting to market and technology trends; utilization of artificial intelligence by our clients or our failure to incorporate artificial intelligence into our operations; unauthorized or improper disclosure of personal or other sensitive information, or security breaches and incidents; negative publicity or liability or difficulty recruiting and retaining employees; our failure to detect and deter criminal or fraudulent activities or other misconduct by our employees or third parties; global economic and political conditions, especially in the social media and meal delivery and transport industries from which we generate significant revenue; the dependence of our business on our international operations, particularly in the Philippines and India; our failure to comply with applicable data privacy and security laws and regulations; fluctuations against the U.S. dollar in the local currencies in the countries in which we operate; our inability to maintain and enhance our brand; competitive pricing pressure; volatile, unfavorable or uncertain economic or political conditions, particularly in the markets in which our clients and operations are concentrated, and the effects of these conditions on our clients’ businesses; our dependence on senior management and key employees; increases in employee expenses and changes to labor laws; failure to attract, hire, train and retain a sufficient number of skilled employees to support operations; our inability to effectively expand our operations into countries or industries in which we have no prior operating experience and in which we may be subject to increased business, economic and regulatory risks; reliance on owned and third-party technology and computer systems; failure to maintain asset utilization levels, price appropriately and control costs; the control of affiliates of Blackstone Inc. and our Co-Founders over us; the dual class structure of our common stock; and the volatility of the market price of our Class A common stock. Additional risks and uncertainties include but are not limited to those described under “Risk Factors” in the TaskUs, Inc. (“TaskUs” or the “Company”) Annual Report on Form 10-K for the year ended December 31, 2025 filed with the Securities and Exchange Commission (the “SEC”) on March 5, 2026, as such factors may be updated from time to time in our filings with the SEC, which are accessible on the SEC’s website at [www.sec.gov](http://www.sec.gov). These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in the Company’s SEC filings. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date the statement was made. The Company undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise, except as required by law.

## Non-GAAP Financial Measures




TaskUs supplements results reported in accordance with United States generally accepted accounting principles (“GAAP”), with non-GAAP financial measures, such as Adjusted Net Income, Adjusted Net Income Margin, Adjusted Earnings Per Share, EBITDA, Adjusted EBITDA, Adjusted EBITDA Margin, Free Cash Flow, Adjusted Free Cash Flow, Conversion of Adjusted EBITDA to Free Cash Flow and Conversion of Adjusted EBITDA to Adjusted Free Cash Flow. Management believes these measures help illustrate underlying trends in TaskUs’ business and uses the measures to establish budgets and operational goals, communicate internally and externally, and manage TaskUs’ business and evaluate its performance. Management also believes that certain of these measures help investors compare TaskUs’ operating performance with its results in prior periods or assess liquidity. TaskUs anticipates that it will continue to report both GAAP and certain non-GAAP financial measures in its financial results, including non-GAAP results that exclude the impact of certain costs, losses and gains that are required to be included in our profit and loss measures under GAAP. Because TaskUs’ reported non-GAAP financial measures are not a substitute for the most directly comparable GAAP measure and may not be comparable to similarly titled measures used by other companies.

Consequently, TaskUs’ non-GAAP financial measures should not be evaluated in isolation or supplant comparable GAAP measures, but rather, should be considered together with the information in TaskUs’ consolidated financial statements, which are prepared in accordance with GAAP. Definitions of non-GAAP financial measures and the reconciliations to the most directly comparable measures in accordance with GAAP are provided in subsequent sections of this presentation narrative and supplemental schedules.

With respect to any forward-looking non-GAAP financial measures included in this presentation, TaskUs does not provide a reconciliation of such measures to the most directly comparable GAAP financial measures on a forward-looking basis because the information needed to do so is dependent on future events, many of which TaskUs is unable to control or predict without unreasonable efforts. The unavailable information could be significant to TaskUs’ future GAAP financial results.



# TaskUs

OUR VISION	OUR SOLUTIONS	OUR RESULTS	
<h2>Outsourcing reimagined for the innovation age</h2>	<h3>Digital Customer Experience</h3> 	<b>\$306mm</b> Q1 2026 Revenue	<b>\$58.6mm</b> Q1 2026 Adj. EBITDA <sup>1</sup>
	<h3>Trust + Safety</h3> 	<b>10.3%</b> Year-over-Year Q1 2026 Rev. Growth	<b>19.1%</b> Adj. EBITDA Margin <sup>1</sup> Q1 2026
	<h3>AI Services</h3> 	<b>~5%</b> YoY DCX and Trust & Safety Rev. Growth in Q1	<b>~36%</b> YoY AI Services Rev. Growth in Q1
		<b>-1,100</b> Teammates Since Q4 2025	<b>6 Quarters</b> in a row of more than 30% YoY AIS Rev. Growth

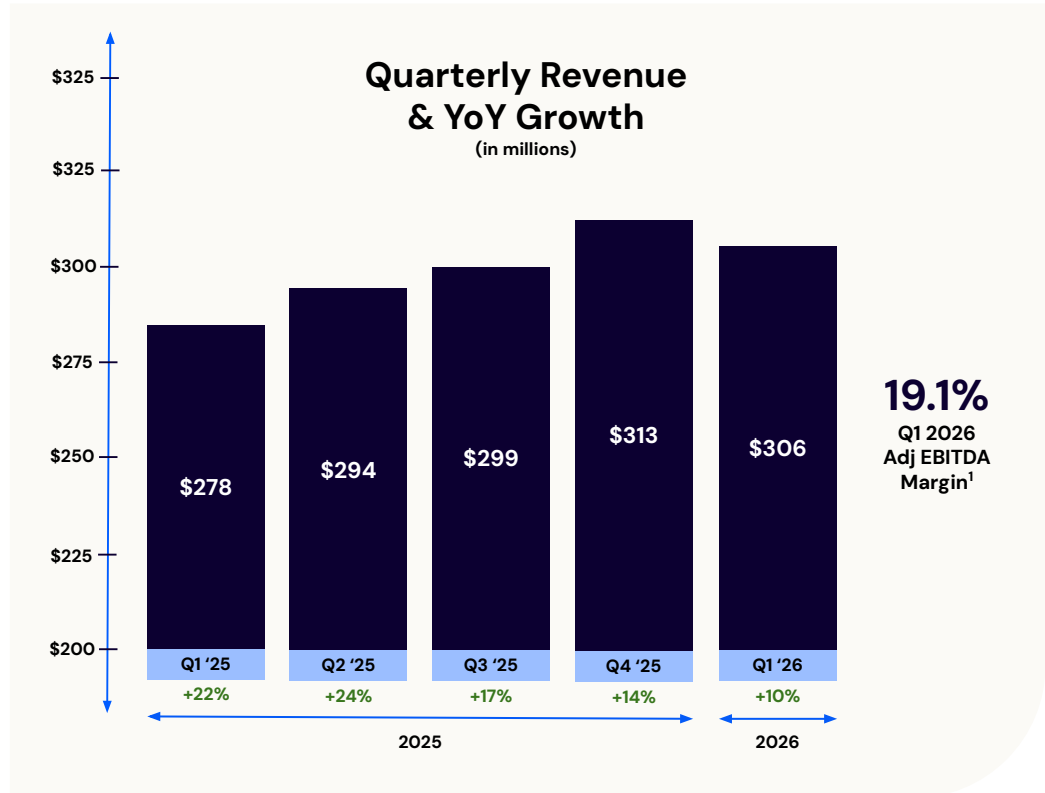
<sup>1</sup> See appendix for reconciliation to most comparable GAAP measure



# Profitable Performance in Q1 2026

## Highlights

- Delivered quarterly revenue of ~\$306 million (10.3% YoY growth) and strong Adjusted EBITDA<sup>1</sup> of ~\$58.6 million (19.1% margin) in Q1
- AIS was our fastest growing service line for the fifth consecutive quarter at 36% YoY growth
- Trust & Safety and DCX delivered resilient YoY growth of ~5% in Q1
- Excluding our top client, YoY growth from all other clients was robust at 13.5%, fueled by strong growth from clients two through twenty of well north of 20%
- Again saw revenue growth and increased demand from Autonomous Vehicle, Robotics, and foundational model technology clients
- Refinanced our credit facilities and returned more than \$330 million to our shareholders via a \$3.65 per share special dividend
- Strong generation of \$42.2 million in Adjusted Free Cash Flow and a Net Debt to Adjusted EBITDA ratio of less than 1.4 times after our special dividend



<sup>1</sup> See appendix for reconciliation to most comparable GAAP measure



01

**Service Offerings**

# Strong Demand for our Specialized Services in Q1 2026

## Q1 key client wins

- **DCX:** signed 1) a new contract supporting a provider of healthcare services to Medicaid recipients, and 2) multiple SOWs expanding the scope of our existing CX and Sales & Lead Generation relationships with one of the world's leading companies in our Mobility, Logistics & Travel vertical.
- **Trust & Safety** (incl. Financial Crime & Compliance): signed 1) multiple statements of work expanding the services we provide to one of the world's leading dating application providers, and 2) a contract supporting the developer of agentic AI solutions that automate the dispute and fraud resolution process for banks, credit unions, and fintechs.
- **AI Services:** signed multiple statements of work 1) with a leading provider robotaxis in support of their ongoing multi-city expansion, 2) to provide training solutions and remote operations to multiple developers of robotic and autonomous logistics technologies and 3) to provide AI training solutions to one of the world's leading social media companies in connection with their efforts to automate their content moderation operations.

## Q1 highlights

**~64,400**

Headcount as of  
March 31, 2026

**-1.7%**

Headcount decrease since  
December 31, 2025

Broad demand across  
our vertical markets

Emerging growth  
opportunities in AI  
Services for  
Autonomous  
Vehicles & Robotics

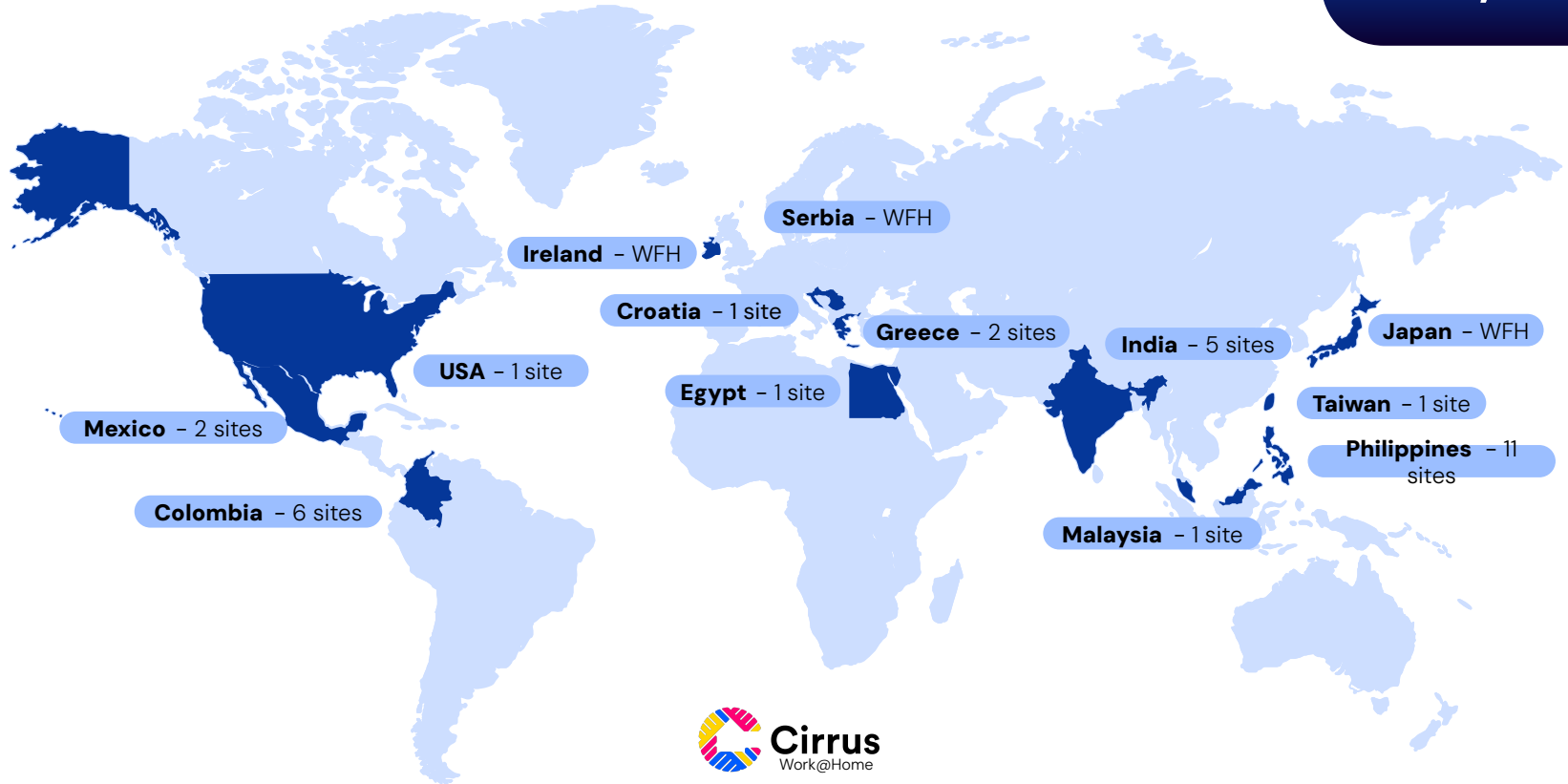


# Expanding Our Global Footprint

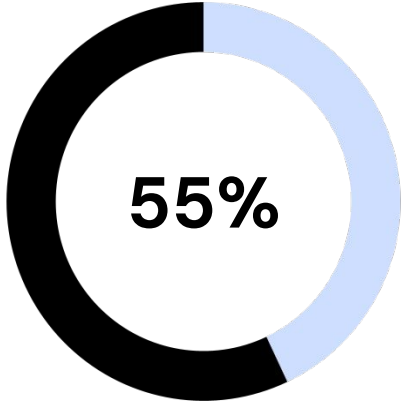
31 sites and a fully-functional, scaled work at home solution across 13 countries

Our Headcount  
as of March 31, 2026

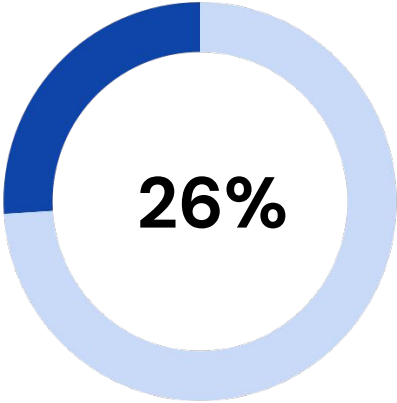
~64,400



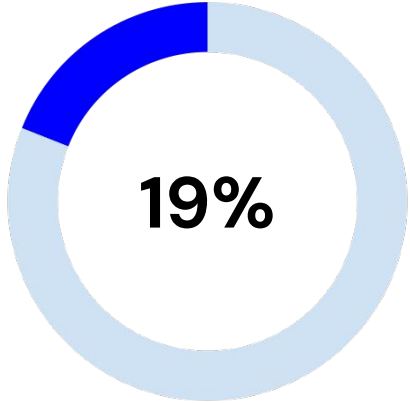
# Digital Offerings Powered by Differentiated Technology Solutions



**Digital  
Customer Experience**



**Trust & Safety**



**AI Services**

Note: Percentages based on revenue contribution during the twelve months ended March 31, 2026.

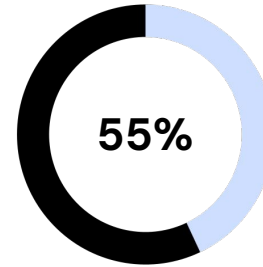


# Digital Customer Experience

Ever-increasing user expectations and competition necessitate world class customer care. Founded on innovation and a people-first culture, TaskUs delivers excellent CX support consistently for the world's leading brands.

The digital nature of the support we provide allows us to automate a greater portion of these interactions using proprietary AI-powered tools like TaskGPT, support multiple interactions concurrently, and use teammates based in higher margin, offshore markets.

We focus on complex interactions across the customer experience lifecycle – from sales and customer acquisition solutions to multi-sided marketplace management and order fulfillment to complex technical support – we solve our client's most critical challenges, all while enabling business process, product, and workflow improvements.



TTM 3/26 Revenue  
**\$670mm**

## SOLUTIONS



Omni-Channel  
Care



Sales & Customer  
Success



Technical  
Support



Learning Experience  
Services



New Product or  
Market Launches



Consulting  
Services



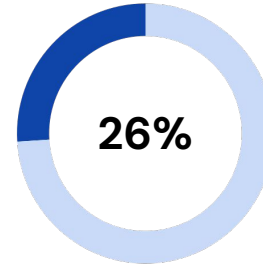
# Trust & Safety

## Content Moderation

User generated content is growing at an exponential rate. Wherever content is created by users, platforms must review and enforce policy guidelines to protect their communities. Today, TaskUs teammates review content posted by users and advertisers across these social networks as well as dating apps, job sites, and marketplaces.

## Financial Crime & Compliance

TaskUs solves for two growing problems faced by tech disruptors: the reputational risks posed by new forms of online fraud and financial crime and the cost of complying with increasing regulatory complexity. TaskUs Financial Crime + Compliance supports clients processes including chargebacks and disputes, anti-money laundering, transaction monitoring, digital identity verification, know your customer, sanctions screening, anti-fraud, and negative social media monitoring.



TTM 3/26 Revenue  
**\$311mm**

### SOLUTIONS



AI Safety & Policy  
development



Tools & innovation



FinCrime &  
compliance



Fighting fraud



Resiliency studio

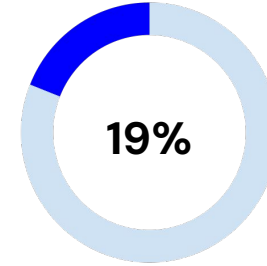


Digital identity



# AI Services

In our AI Services service line, our teammates collect, annotate, and evaluate data to create the raw materials that artificial intelligence solutions, such as autonomous vehicles, robotics, large language models and multimodal generative AI, are built on. Nearly every AI application being built today requires these human-in-the-loop services that we offer through our professional annotators and gig workers from our TaskVerse platform. We also provide expert response writing, ranking and scoring, prompt review, and adversarial testing for our GenAI clients. We leverage technology, automation, and advanced instructional design and QA processes to optimize results for our clients.



TTM 3/26 Revenue  
**\$231mm**

## SOLUTIONS



Autonomous vehicles



Advanced robotics



Generative AI



Optical character recognition compliance tracking



Object identification & classification



Speech to text & contextual annotation



02

**Why We Win  
& Growth  
Strategies**

# Why We Win

## Expertise

**Specialization not scale.** We specialize in the unique innovative industry segments of our clients. We identify emerging demand for specialized services and build teams of experts, processes, and tools for each segment.

## Speed

**Our clients are growing exponentially.** So we are agile, flexible, and responsive. We believe in low bureaucracy operations in which the team is empowered to deliver for clients.

## Culture

**Our mantra is “Frontline First.”** We have built a culture that feels much more like our tech clients than the service providers we compete with.



# Expertise: Focused on the World's Most Innovative Companies

## Target markets



Social Media



Retail & eCommerce



Entertainment & Gaming



Streaming Media



Travel & Transportation



Technology & Generative AI



Autonomous Vehicles & Robotics



Insurance



Financial Services



Healthcare

## Client highlights

- ~200 global clients
- 4 of the world's leading LLM developers
- #1 audio and #1 video subscription platforms
- 4 out of 5 of the world's largest social platforms
- 3 of the top 4 on-demand delivery platforms
- World's largest healthcare company
- 5 leading brands in AV & Robotics

Note: Client highlights as of year end 2025



# Pillars of our Strategy for the AI Era



## Agentic AI

Implementing AI agents to autonomously resolve contacts by understanding context and taking action



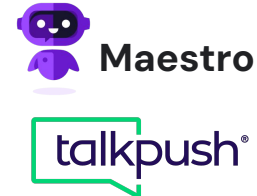
## AI for Teammates

Deploying AI to support our Teammates in serving our clients and building custom solutions for clients



## AI for Internal Automation

Using AI for TaskUs' back office processes – recruiting, WFM, QA, BIDS, employee HR support



Consultative Capabilities for Systems & Data Integration



# Focused Growth Levers for 2026

01

## Reimagine our Business for the AI Era

We are positioning TaskUs to be an AI-Winner by investing in services focused on developers of GenAI and foundation model technologies. We are launching an AI consulting practice to partner with leading agentic AI companies. We will automate customer interactions and leverage our workflow expertise to facilitate the product integration and model training required to realize the promise of these technologies across disparate client platforms. By reselling, implementing, and maintaining these tools we will create an enduring revenue stream.

02

## Focus on the Complex

We are expanding our Specialized Services by moving up the value chain into services and industries that are AI-resistant or where we can displace incumbent providers who are slow or unwilling to embrace AI-centric solutions. We are combining innovative technology partnerships with our talented teammates to grow our most complex solutions.

03

## Diversify our Client Base and Verticals

We are deepening our expertise and expanding our reach with enterprise clients in regulated industries such as Financial Services and Healthcare, all while maintaining our leadership servicing the world's high-growth technology brands. Here we are investing in sales, operational, technology, and client service talent.

04

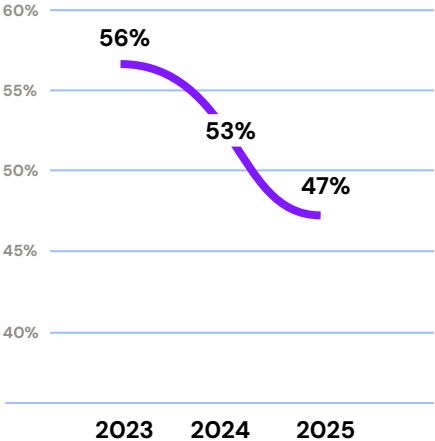
## Take Share From Competitors

We see meaningful opportunities to take market share from competitors through operational excellence and the use of AI tools to drive efficiencies into our operations and back-office processes. We are playing offense in order to capture a larger share of demand for specialized services not by being the cheapest, but by being the best.

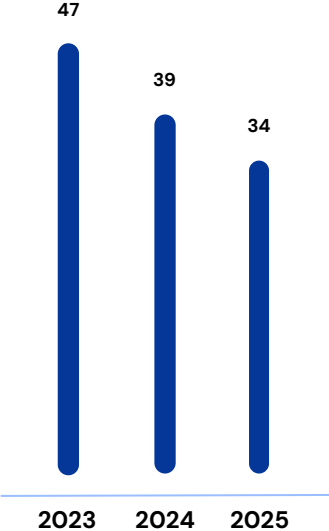


# Strong Track Record of Sales Wins Across New and Existing Clients

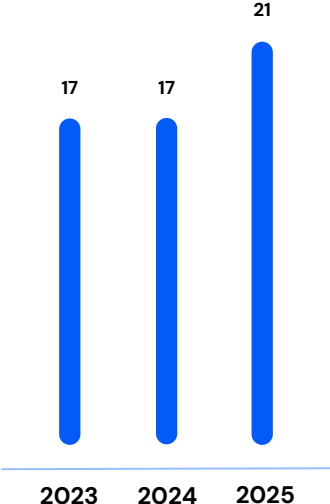
Total Win Rate (\$ basis) as %<sup>1</sup>



New Clients Won (#)



> \$10M Clients<sup>2</sup>



<sup>1</sup> Total Win Rate included opportunities from both New and Existing Clients  
<sup>2</sup> Based on revenue contribution

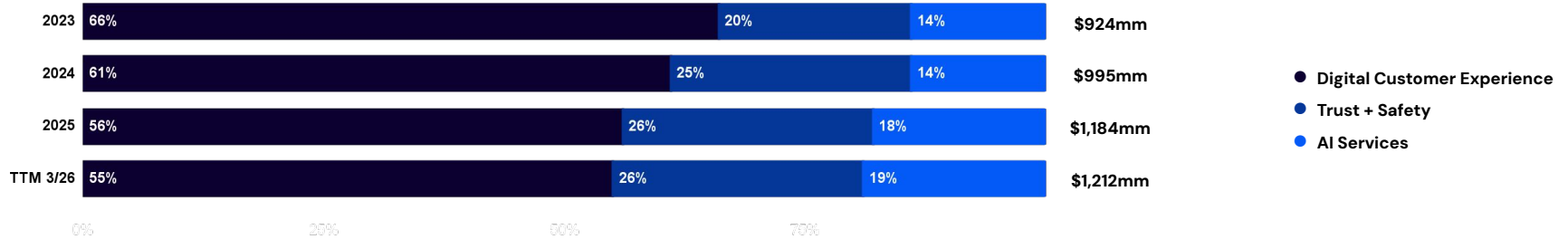


03

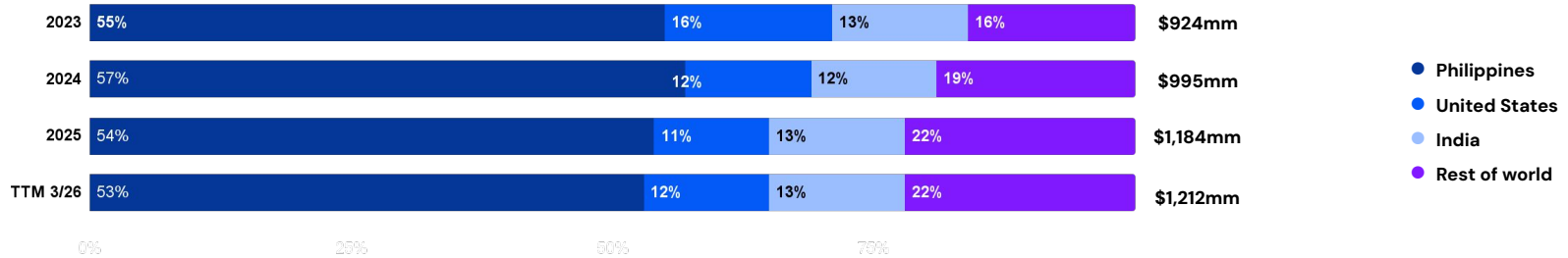
**Financial  
Performance**

# Specialized Services Revenue Profile

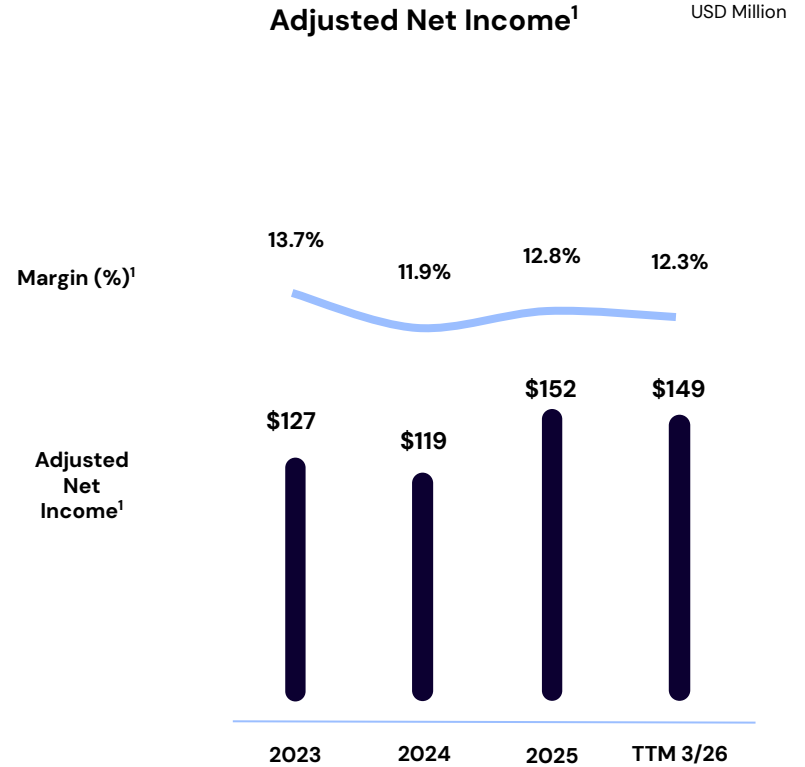
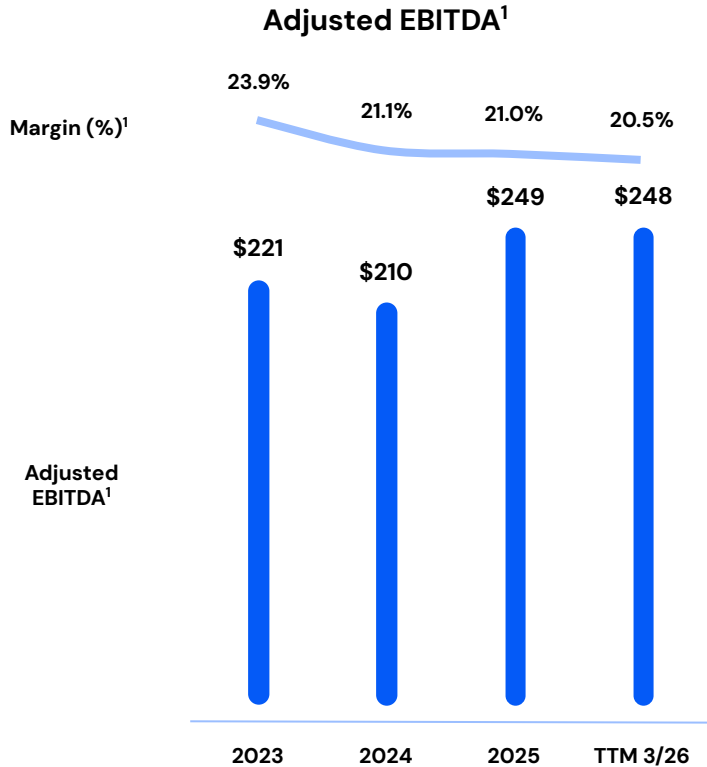
## Revenue by service line (%)



## Revenue by delivery geography (%)



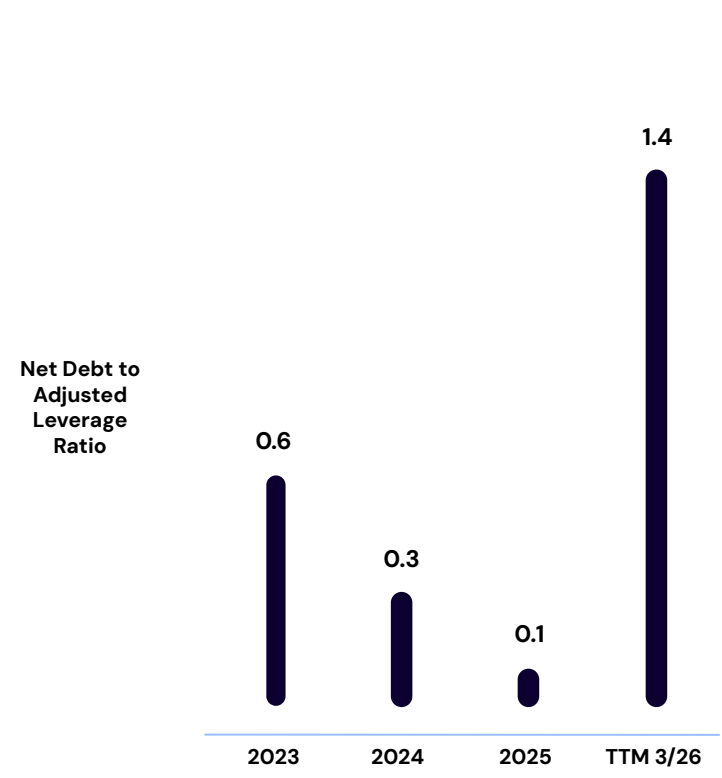
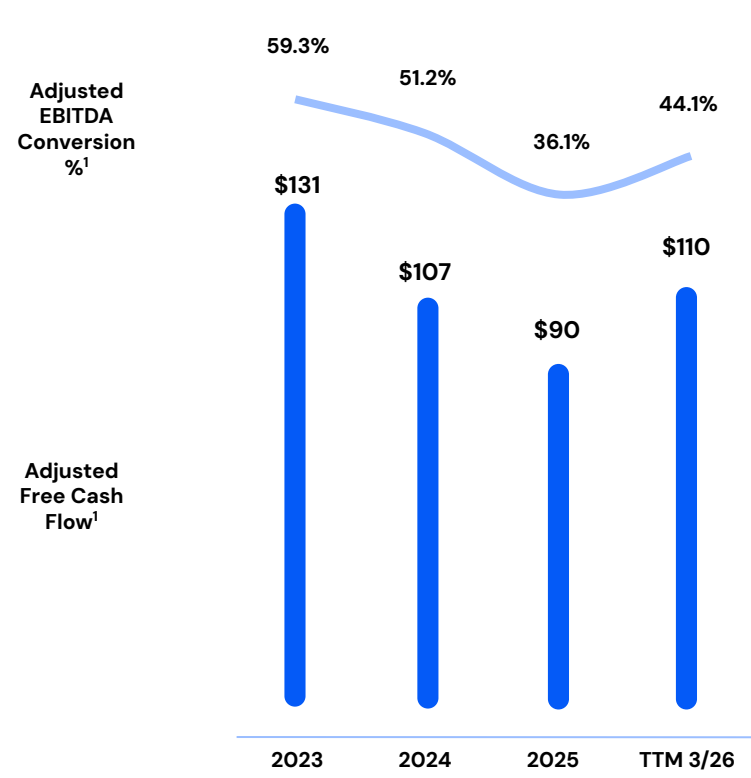
# Attractive Profitability and Margin Profile



<sup>1</sup>See appendix for reconciliation to most comparable GAAP measure



# Attractive Cash Flow Profile<sup>1</sup>



<sup>1</sup>See appendix for reconciliation to most comparable GAAP measure



# Financial Highlights

CY 2025

**\$1.184 billion**

Revenue

**+19.0%**

Revenue Increase YoY

**21.0%**

Adj. EBITDA Margin<sup>1</sup>

Q1 2026

**\$306 million**

Revenue

**+10.3%**

Revenue Increase YoY

**19.1%**

Adj. EBITDA Margin<sup>1</sup>

Increasingly diversified revenue base

Consistent track record of profitability

Significant operating leverage

Strong free cash flow

Investing for an AI-led future

<sup>1</sup>See appendix for reconciliation to most comparable GAAP measure



# 2026 Outlook

USD Millions

	2026 Outlook <sup>1,2</sup>	
	Q2	Full Year
<b>Revenue</b>	<b>\$296 to \$298</b>	<b>\$1,210 to \$1,240</b>
Revenue growth (YoY) at midpoint	1.0%	3.5%
<b>Adjusted EBITDA Margin<sup>1</sup></b>	<b>~18%</b>	<b>~19%</b>
Adjusted Free Cash Flow <sup>2</sup>	N/A	\$105 to \$115

<sup>1</sup> Financial outlook provided as of May 6, 2026 as part of TaskUs' Q1 2026 earnings call. With respect to the non-GAAP Adjusted EBITDA margin outlook provided above, a reconciliation to the closest GAAP financial measure has not been provided as the quantification of certain items included in the calculation of GAAP net income (loss) cannot be calculated or predicted at this time without unreasonable efforts. For example, the non-GAAP adjustment for stock-based compensation expense requires additional inputs such as number of shares granted and market price that are not currently ascertainable, and the non-GAAP adjustment for foreign currency gains or losses depends on the timing and magnitude of changes in foreign currency exchange rates and cannot be accurately forecasted. For the same reasons, the Company is unable to address the probable significance of the unavailable information, which could have a potentially unpredictable, and potentially significant, impact on its future GAAP financial results.

<sup>2</sup> Adjusted Free Cash Flow is calculated as net cash provided by operating activities in the period minus cash used for purchase of property and equipment in the period, excluding certain non-recurring adjustments. At the midpoint of our guidance, net cash provided by operating activities for the full year 2026 is expected to be approximately \$160 million and purchase of property and equipment is expected to be approximately \$50 million. Our Adjusted Free Cash Flow guidance and expected net cash provided by operating activities excludes the impact of certain costs, which are non-recurring and outside the ordinary course of business, due to the unpredictability of the costs and timing of payments.



04

**Appendix**

# Non-GAAP Reconciliations

## Adjusted EBITDA

USD Thousand

	Three months ended March 31,	
	2025	2026
Net income	\$ 21,148	\$ 24,332
Provision for income taxes	8,600	11,934
Financing expenses	4,663	5,268
Depreciation	10,003	11,029
Amortization of intangible assets	4,976	5,006
<b>EBITDA</b>	<b>\$ 49,390</b>	<b>\$ 57,569</b>
Transaction costs	-	1,146
Operational efficiency costs	303	-
Foreign currency losses (gains)	1,310	(5,603)
Gain on disposal of assets	(30)	(51)
Severance costs	679	72
Stock-based compensation expense	9,218	6,923
Interest income	(1,598)	(1,496)
<b>Adjusted EBITDA</b>	<b>\$ 59,272</b>	<b>\$ 58,560</b>
Net Income Margin	7.6%	7.9%
Adjusted EBITDA Margin	21.3%	19.1%



# Non-GAAP Reconciliations

## Adjusted Net Income

USD Thousand

	Three months ended March 31,	
	2025	2026
Net income	\$ 21,148	\$ 24,332
Amortization of intangible assets	4,976	5,006
Transactions costs	-	1,146
Operational efficiency costs	303	-
Foreign currency losses (gains)	1,310	(5,603)
Gain on disposal of assets	(30)	(51)
Severance costs	679	72
Stock-based compensation expense	9,218	6,923
Tax impacts of adjustments	(1,666)	929
<b>Adjusted Net Income</b>	<b>\$ 35,938</b>	<b>\$ 32,754</b>
Net Income Margin	7.6%	7.9%
Adjusted Net Income Margin	12.9%	10.7%



# Non-GAAP Reconciliations

Adjusted earnings per share

	Three months ended March 31,	
	2025	2026
<b>GAAP diluted EPS</b>	<b>\$ 0.23</b>	<b>\$ 0.26</b>
Per share adjustments to net income	0.15	0.09
<b>Adjusted EPS</b>	<b>\$ 0.38</b>	<b>\$ 0.35</b>
Weighted-average common stock outstanding - Diluted	93,655,539	93,094,002



# Non-GAAP Reconciliations

## Free Cash Flow and Adjusted Free Cash Flow

USD Thousand

	Three months ended March 31,	
	2025	2026
<b>Adjusted EBITDA</b>	<b>\$ 59,272</b>	<b>\$ 58,560</b>
Net cash provided by operating activities	\$ 36,276	\$ 46,304
Purchase of property and equipment	(14,480)	(10,205)
<b>Free Cash Flow</b>	<b>\$ 21,796</b>	<b>\$ 36,099</b>
Payment for transaction costs	-	5,974
Payment for litigation costs	642	-
Payment for operational efficiency costs	-	137
<b>Adjusted Free Cash Flow</b>	<b>\$ 22,438</b>	<b>\$ 42,210</b>
<b>Conversion of Adjusted EBITDA to Free Cash Flow</b>	<b>36.8%</b>	<b>61.6%</b>
<b>Conversion of Adjusted EBITDA to Adjusted Free Cash Flow</b>	<b>37.9%</b>	<b>72.1%</b>



# Revenue Reconciliation

Revenue Trailing Twelve Month (TTM) Data

USD Thousand

	Three month ended March 31,	Year ended December 31,	Three month ended March 31,	TTM Q1'26
	2025	2025	2026	2026
<b>Revenue by Service Offering</b>				
Digital Customer Experience	\$ 159,862	\$ 661,899	\$ 168,490	\$ 670,527
Trust and Safety	72,407	307,430	75,835	310,858
AI Services	45,523	214,218	61,941	230,636
<b>Service revenue</b>	<b>\$ 277,792</b>	<b>\$ 1,183,547</b>	<b>\$ 306,266</b>	<b>\$ 1,212,021</b>
<b>Revenue by Geographical Location</b>				
Philippines	\$ 151,717	\$ 638,042	\$ 160,000	\$ 646,325
United States	33,221	132,058	41,213	140,050
India	35,428	153,766	40,178	158,516
Rest of World	57,426	259,681	64,875	267,130
<b>Service revenue</b>	<b>\$ 277,792</b>	<b>\$ 1,183,547</b>	<b>\$ 306,266</b>	<b>\$ 1,212,021</b>



# Non-GAAP Reconciliation

Adjusted EBITDA Trailing  
Twelve Month (TTM) Data

	Three month ended March 31,	Year ended December 31,	Three month ended March 31,	TTM Q1'26
	2025	2025	2026	2026
<b>Service Revenue</b>	<b>\$ 277,792</b>	<b>\$ 1,183,547</b>	<b>\$ 306,266</b>	<b>\$ 1,212,021</b>
Net income	\$ 21,148	\$ 102,275	\$ 24,332	\$ 105,459
Provision for income taxes	8,600	34,399	11,934	37,733
Financing expenses	4,663	18,385	5,268	18,990
Depreciation	10,003	41,164	11,029	42,190
Amortization of intangible assets	4,976	19,983	5,006	20,013
<b>EBITDA</b>	<b>\$ 49,390</b>	<b>\$ 216,206</b>	<b>\$ 57,569</b>	<b>\$ 224,385</b>
Transaction costs	-	11,899	1,146	13,045
Operational efficiency costs	303	2,383	-	2,080
Foreign currency losses (gains)	1,310	(8,029)	(5,603)	(14,942)
Loss (gain) on disposal of assets	(30)	525	(51)	504
Severance costs	679	1,515	72	908
Stock-based compensation expense	9,218	30,404	6,923	28,109
Interest income	(1,598)	(5,829)	(1,496)	(5,727)
<b>Adjusted EBITDA</b>	<b>\$ 59,272</b>	<b>\$ 249,074</b>	<b>\$ 58,560</b>	<b>\$ 248,362</b>
<b>Net Income Margin</b>	<b>7.6%</b>	<b>8.6%</b>	<b>7.9%</b>	<b>8.7%</b>
<b>Adjusted EBITDA Margin</b>	<b>21.3%</b>	<b>21.0%</b>	<b>19.1%</b>	<b>20.5%</b>



# Non-GAAP Reconciliation

Adjusted Net Income Trailing  
Twelve Month (TTM) Data

	Three month ended March 31,	Year ended December 31,	Three month ended March 31,	TTM Q1'26
	2025	2025	2026	2026
<b>Service revenue</b>	<b>\$ 277,792</b>	<b>\$ 1,183,547</b>	<b>\$ 306,266</b>	<b>\$ 1,212,021</b>
Net income	\$ 21,148	\$ 102,275	\$ 24,332	\$ 105,459
Amortization of intangible assets	4,976	19,983	5,006	20,013
Transactions costs	-	11,899	1,146	13,045
Operational efficiency costs	303	2,383	-	2,080
Foreign currency losses (gains)	1,310	(8,029)	(5,603)	(14,942)
Loss (gain) on disposal of assets	(30)	525	(51)	504
Severance costs	679	1,515	72	908
Stock-based compensation expense	9,218	30,404	6,923	28,109
Tax impacts of adjustments	(1,666)	(9,246)	929	(6,651)
<b>Adjusted Net Income</b>	<b>\$ 35,938</b>	<b>\$ 151,709</b>	<b>\$ 32,754</b>	<b>\$ 148,525</b>
<b>Net Income Margin</b>	<b>7.6%</b>	<b>8.6%</b>	<b>7.9%</b>	<b>8.7%</b>
<b>Adjusted Net Income Margin</b>	<b>12.9%</b>	<b>12.8%</b>	<b>10.7%</b>	<b>12.3%</b>



# Free Cash Flow and Adjusted Free Cash Flow Reconciliation

Trailing Twelve Month (TTM) Data

USD Thousand

	Three month ended March 31,	Year ended December 31,	Three month ended March 31,	TTM Q1'26
	2025	2025	2026	2026
<b>Adjusted EBITDA</b>	<b>\$ 59,272</b>	<b>\$ 249,074</b>	<b>\$ 58,560</b>	<b>\$ 248,362</b>
Net cash provided by operating activities	\$ 36,276	\$ 137,215	\$ 46,304	\$ 147,243
Purchase of property and equipment	(14,480)	(63,500)	(10,205)	(59,225)
<b>Free Cash Flow</b>	<b>\$ 21,796</b>	<b>\$ 73,715</b>	<b>\$ 36,099</b>	<b>\$ 88,018</b>
Payment for transaction costs	-	6,046	5,974	12,020
Payment for litigation costs	642	7,850	-	7,208
Payment for operational efficiency costs	-	2,246	137	2,383
<b>Adjusted Free Cash Flow</b>	<b>\$ 22,438</b>	<b>\$ 89,857</b>	<b>\$ 42,210</b>	<b>\$ 109,629</b>
<b>Conversion of Adjusted EBITDA to Free Cash Flow</b>	<b>36.8%</b>	<b>29.6%</b>	<b>61.6%</b>	<b>35.44%</b>
<b>Conversion of Adjusted EBITDA to Adjusted Free Cash Flow</b>	<b>37.9%</b>	<b>36.1%</b>	<b>72.1%</b>	<b>44.1%</b>



USD Thousand

## Reconciliations of Adjusted EBITDA

	Year ended December 31,		
	2023	2024	2025
<b>Net Income</b>	<b>\$ 45,690</b>	<b>\$ 45,870</b>	<b>\$ 102,275</b>
Provision for income taxes	29,342	28,311	34,399
Financing expenses	21,717	21,549	18,385
Depreciation	40,391	40,223	41,164
Amortization of intangible assets	20,346	19,935	19,983
<b>EBITDA</b>	<b>\$ 157,486</b>	<b>\$ 155,888</b>	<b>\$ 216,206</b>
Transaction costs	245	-	11,899
Earn-out consideration	7,863	-	-
Operational efficiency costs	-	-	2,383
Foreign currency losses	431	1,302	(8,029)
Loss (gain) on disposal of assets	1,322	(80)	525
Severance costs	1,852	487	1,515
Litigation costs	-	15,423	-
Stock-based compensation expense	53,179	42,391	30,404
Interest income	(1,581)	(5,544)	(5,829)
<b>Adjusted EBITDA</b>	<b>\$ 220,797</b>	<b>\$ 209,867</b>	<b>\$ 249,074</b>
<b>Net Income Margin</b>	<b>4.9%</b>	<b>4.6%</b>	<b>8.6%</b>
<b>Adjusted EBITDA Margin</b>	<b>23.9%</b>	<b>21.1%</b>	<b>21.0%</b>



# Reconciliations of Adjusted Net Income

USD Thousand

	Year ended December 31,		
	2023	2024	2025
<b>Net Income</b>	<b>\$ 45,690</b>	<b>\$ 45,870</b>	<b>\$ 102,275</b>
Amortization of intangible assets	20,346	19,935	19,983
Transaction costs	245	-	11,899
Earn-out consideration	7,863	-	-
Operational efficiency costs	-	-	2,383
Foreign currency losses (gains)	431	1,302	(8,029)
Loss (gain) on disposal of assets	1,322	(80)	525
Severance costs	1,852	487	1,515
Litigation costs	-	15,423	-
Stock-based compensation expense	53,179	42,391	30,404
Tax impacts of adjustments	(4,386)	(6,644)	(9,246)
<b>Adjusted Net Income</b>	<b>\$ 126,542</b>	<b>\$ 118,684</b>	<b>\$ 151,709</b>
<b>Net Income Margin</b>	<b>4.9%</b>	<b>4.6%</b>	<b>8.6%</b>
<b>Adjusted Net Income Margin</b>	<b>13.7%</b>	<b>11.9%</b>	<b>12.8%</b>



USD Thousand

## Reconciliations of Adjusted EBITDA

	Year ended December 31,		
	2023	2024	2025
<b>Net Income</b>	<b>\$ 45,690</b>	<b>\$ 45,870</b>	<b>\$ 102,275</b>
Provision for income taxes	29,342	28,311	34,399
Financing expenses	21,717	21,549	18,385
Depreciation	40,391	40,223	41,164
Amortization of intangible assets	20,346	19,935	19,983
<b>EBITDA</b>	<b>\$ 157,486</b>	<b>\$ 155,888</b>	<b>\$ 216,206</b>
Transaction costs	245	-	11,899
Earn-out consideration	7,863	-	-
Operational efficiency costs	-	-	2,383
Foreign currency losses (gains)	431	1,302	(8,029)
Loss (gain) on disposal of assets	1,322	(80)	525
Severance costs	1,852	487	1,515
Litigation costs	-	15,423	-
Stock-based compensation expense	53,179	42,391	30,404
Interest income	(1,581)	(5,544)	(5,829)
<b>Adjusted EBITDA</b>	<b>\$ 220,797</b>	<b>\$ 209,867</b>	<b>\$ 249,074</b>
<b>Net Income Margin</b>	<b>4.9%</b>	<b>4.6%</b>	<b>8.6%</b>
<b>Adjusted EBITDA Margin</b>	<b>23.9%</b>	<b>21.1%</b>	<b>21.0%</b>



# Reconciliations of Adjusted Net Income

USD Thousand

	Year ended December 31,		
	2023	2024	2025
<b>Net Income</b>	<b>\$ 45,690</b>	<b>\$ 45,870</b>	<b>\$ 102,275</b>
Amortization of intangible assets	20,346	19,935	19,983
Transaction costs	245	-	11,899
Earn-out consideration	7,863	-	-
Operational efficiency costs	-	-	2,383
Foreign currency losses (gains)	431	1,302	(8,029)
Loss (gain) on disposal of assets	1,322	(80)	525
Severance costs	1,852	487	1,515
Litigation costs	-	15,423	-
Stock-based compensation expense	53,179	42,391	30,404
Tax impacts of adjustments	(4,386)	(6,644)	(9,246)
<b>Adjusted Net Income</b>	<b>\$ 126,542</b>	<b>\$ 118,684</b>	<b>\$ 151,709</b>
<b>Net Income Margin</b>	<b>4.9%</b>	<b>4.6%</b>	<b>8.6%</b>
<b>Adjusted Net Income Margin</b>	<b>13.7%</b>	<b>11.9%</b>	<b>12.8%</b>



# Reconciliations of Free Cash Flow and Adjusted Free Cash Flow

USD Thousand

	Year ended December 31,		
	2023	2024	2025
<b>Adjusted EBITDA</b>	<b>\$ 220,797</b>	<b>\$ 209,867</b>	<b>\$ 249,074</b>
Net cash provided by operating activities	\$ 143,670	\$ 138,888	\$ 137,215
Purchase of property and equipment	(30,995)	(39,104)	(63,500)
<b>Free Cash Flow</b>	<b>\$ 112,675</b>	<b>\$ 99,784</b>	<b>\$ 73,715</b>
Payment for earn-out consideration	18,341	-	-
Payment for transaction costs	-	-	6,046
Payment for litigation costs	-	7,573	7,850
Payment for operational efficiency costs	-	-	2,246
<b>Adjusted Free Cash Flow</b>	<b>\$ 131,016</b>	<b>\$ 107,357</b>	<b>\$ 89,857</b>
<b>Conversion of Adjusted EBITDA to Free Cash Flow</b>	<b>51.0%</b>	<b>47.5%</b>	<b>29.6%</b>
<b>Conversion of Adjusted EBITDA to Adjusted Free Cash Flow</b>	<b>59.3%</b>	<b>51.2%</b>	<b>36.1%</b>



# Definitions of Non-GAAP Metrics

## **EBITDA and Adjusted EBITDA**

EBITDA is a non-GAAP profitability measure that represents net income or loss for the period before the impact of the benefit from or provision for income taxes, financing expenses, depreciation, and amortization of intangible assets. EBITDA eliminates potential differences in performance caused by variations in capital structures (affecting financing expenses), tax positions (such as the availability of net operating losses against which to relieve taxable profits), the cost and age of tangible assets (affecting relative depreciation expense) and the extent to which intangible assets are identifiable (affecting relative amortization expense).

Adjusted EBITDA is a non-GAAP profitability measure that represents EBITDA before certain items that are considered to hinder comparison of the performance of our businesses on a period-over-period basis or with other businesses. During the periods presented, we excluded from Adjusted EBITDA transaction costs, earn-out consideration, the effect of foreign currency gains and losses, gains and losses on disposals of assets, non-recurring severance costs, certain non-recurring litigation costs, stock-based compensation expense and associated employer payroll tax and interest income, which include costs that are required to be expensed in accordance with GAAP. Our management believes that the inclusion of supplementary adjustments to EBITDA applied in presenting Adjusted EBITDA are appropriate to provide additional information to investors about certain material non-cash items and about unusual items that we do not expect to continue at the same level in the future.

Adjusted EBITDA Margin represents Adjusted EBITDA divided by service revenue.

## **Adjusted Net Income**

Adjusted Net Income is a non-GAAP profitability measure that represents net income or loss for the period before the impact of amortization of intangible assets and certain items that are considered to hinder comparison of the performance of our businesses on a period-over-period basis or with other businesses. During the periods presented, we excluded from Adjusted Net Income amortization of intangible assets, transaction costs, earn-out consideration, the effect of foreign currency gains and losses, gains and losses on disposals of assets, non-recurring severance costs, certain non-recurring litigation costs, stock-based compensation expense and associated employer payroll tax and the related effect on income taxes of certain pre-tax adjustments, which include costs that are required to be expensed in accordance with GAAP. Our management believes that the inclusion of supplementary adjustments to net income applied in presenting Adjusted Net Income are appropriate to provide additional information to investors about certain material non-cash items and about unusual items that we do not expect to continue at the same level in the future.

Adjusted Net Income Margin represents Adjusted Net Income divided by service revenue.

## **Adjusted EPS**

Adjusted EPS is a non-GAAP profitability measure that represents earnings available to shareholders excluding the impact of certain items that are considered to hinder comparison of our business on a period-over-period basis or with other businesses. Adjusted EPS is calculated as Adjusted Net Income divided by our diluted weighted-average number of shares outstanding. Our management believes that the inclusion of supplementary adjustments to earnings per share applied in presenting Adjusted EPS are appropriate to provide additional information to investors about certain material non-cash items and about unusual items that we do not expect to continue at the same level in the future.

## **Free Cash Flow**

Free Cash Flow is a non-GAAP liquidity measure that represents our ability to generate additional cash from our business operations. Free Cash Flow is calculated as net cash provided by operating activities in the period minus cash used for purchase of property and equipment in the period. Our management believes that the inclusion of this non-GAAP measure, when considered with our GAAP results, provides management and investors with an additional understanding of our ability to generate additional cash for ongoing business operations and other capital deployment.

Adjusted Free Cash Flow is a non-GAAP liquidity measure that represents Free Cash Flow before the payment of earn-out consideration, one-time IPO-related costs, and certain litigation costs, that are considered non-recurring and outside of the ordinary course of business, which would hinder comparison of the performance of our business on a period-over-period basis or with other businesses. Our management believes that the inclusion of these supplementary adjustments to Free Cash Flow are appropriate to provide additional information to investors about these unusual items that we do not expect to continue at the same level in the future.

Conversion of Adjusted EBITDA to Free Cash Flow represents Free Cash Flow divided by Adjusted EBITDA. Conversion of Adjusted EBITDA to Adjusted Free Cash Flow represents Adjusted Free Cash Flow divided by Adjusted EBITDA.





Thank you all for your ongoing support and partnership. **We are already well on our way.**