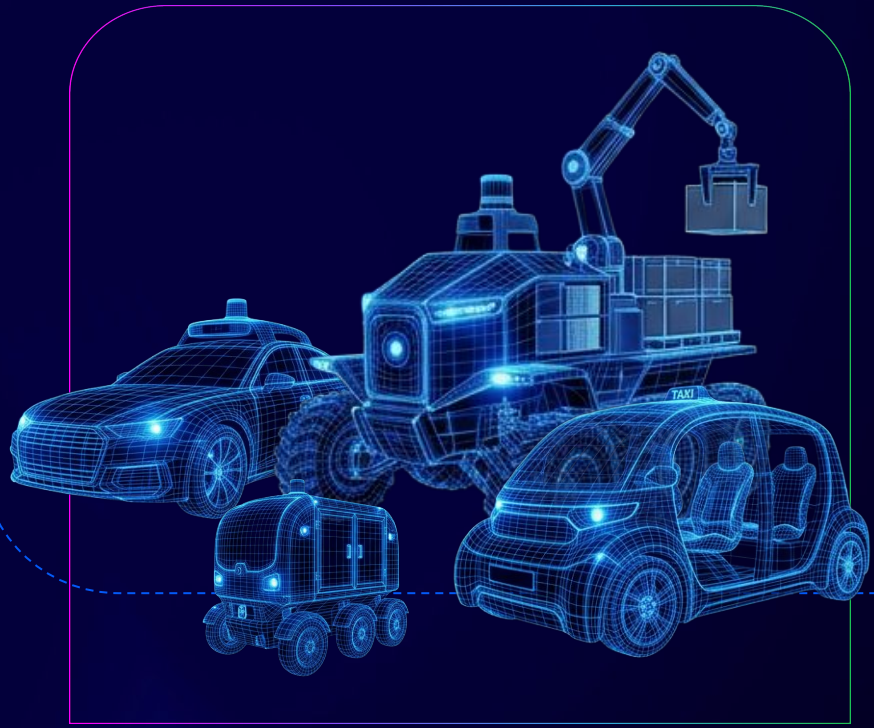
TaskUs™

Investor Presentation



November 4, 2026

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; increased adoption and utilization of artificial intelligence ("AI"), including Generative AI and Agentic AI, by our clients or by us, or our failure to appropriately incorporate AI into our operations; unauthorized or improper disclosure of personal or other sensitive information, or security breaches and incidents whether inadvertent or purposeful, including as a result of a cyber-attack; 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; our indebtedness and debt service obligations following the March 2026 refinancing; 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. 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 events 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 calculated in accordance with GAAP, these 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

Outsourcing reimagined for the innovation age

OUR SOLUTIONS

- **Digital Customer Experience**
- **Trust & Safety**
- **AI Services**

OUR RESULTS

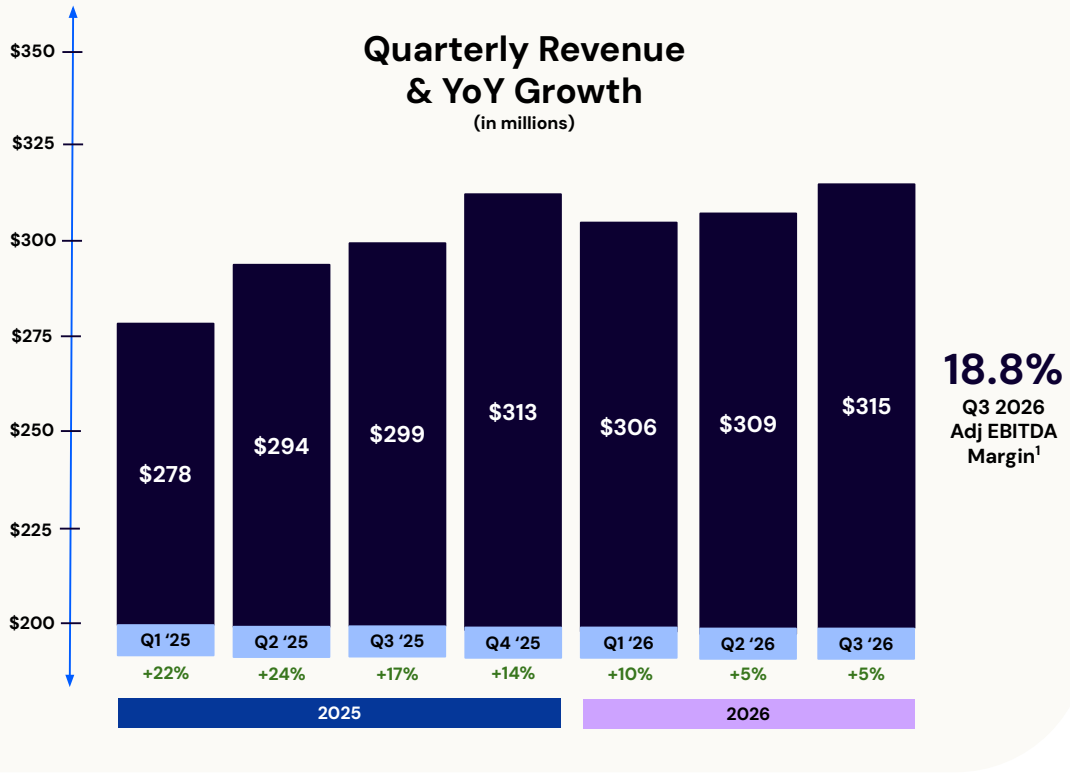
$314.7mm Q3 2026 Revenue	**$59.1mm** Q3 2026 Adj. EBITDA[1]
5.4% Year-over-Year Q3 2026 Rev. Growth	**18.8%** Adj. EBITDA Margin[1] Q3 2026
7.1% YoY DCX Revenue Growth in Q3	**27.7%** YoY AI Services Revenue Growth in Q3
~20% YoY growth excluding our largest client	**+$20mm** Increase in the midpoint of our full-year revenue guidance

[1] See appendix for reconciliation to most comparable GAAP measure

Profitable Performance in Q3 2026

Highlights

- Delivered record quarterly revenue of ~$315 million (5% YoY growth) and strong Adjusted EBITDA[1] of ~$59.1 million (18.8% margin) in Q3, beating midpoint guidance of $301 million in revenue and 18.7% margin
- Raised the midpoint of our full year revenue guidance by $20 million to $1.25 billion
- Increased our Adjusted Free Cash Flow[1] outlook for the third quarter in a row by $5 million to $120 million for the full-year
- AIS was our fastest growing service line for the seventh consecutive quarter at ~28% YoY growth, eclipsing $250 million in trailing twelve-month revenue
- DCX again delivered resilient YoY growth of 7.1%, an acceleration versus Q2's 6.4% growth
- Excluding our top client, YoY growth from all other clients was robust, accelerating to ~20%, fueled by strong growth from clients two through twenty of ~37%
- Q3 again saw strong revenue growth and demand from Autonomous Vehicle, Autonomous Delivery, Robotics, and foundational model technology clients
- Strong year-to-date Adjusted Free Cash Flow[1] generation of ~$102 million and a Net Debt to Adjusted EBITDA[1] ratio of 1.25 times



[1] See appendix for reconciliation to most comparable GAAP measure

01

Service Offerings

Strong Demand for our Specialized Services in Q3 2026

Q3 key client wins

- **DCX:** signed new contracts and statements of work to expand the scope of 1) the Sales & Lead generation solutions we provide to multiple companies, including a leading provider of satellite-based internet, a smart home security and automation provider, and an online legal document and business formation services provider, and 2) the French-language support we provide to a leading provider of on-demand food delivery services.
- **Trust & Safety**: signed 1) a new Financial Crimes & Compliance services contract with a provider of online banking services to small and midsize enterprises, and 2) Content Moderation statements of work with multiple companies, including a leading developer of immersive, user-generated gaming platforms and a community-focused communication platform developer.
- **AI Services:** signed multiple contracts and statements of work to 1) support a leading developer of robotaxis' multi-city expansion for the second quarter in a row, 2) provide data collection to a leading developer of consumer robotics, and 3) deliver AI Safety solutions to one of the world's leading foundational model developers.

Q3 highlights

~64,700
Headcount as of September 30, 2026

+2.4%
Headcount increase since June 30, 2026

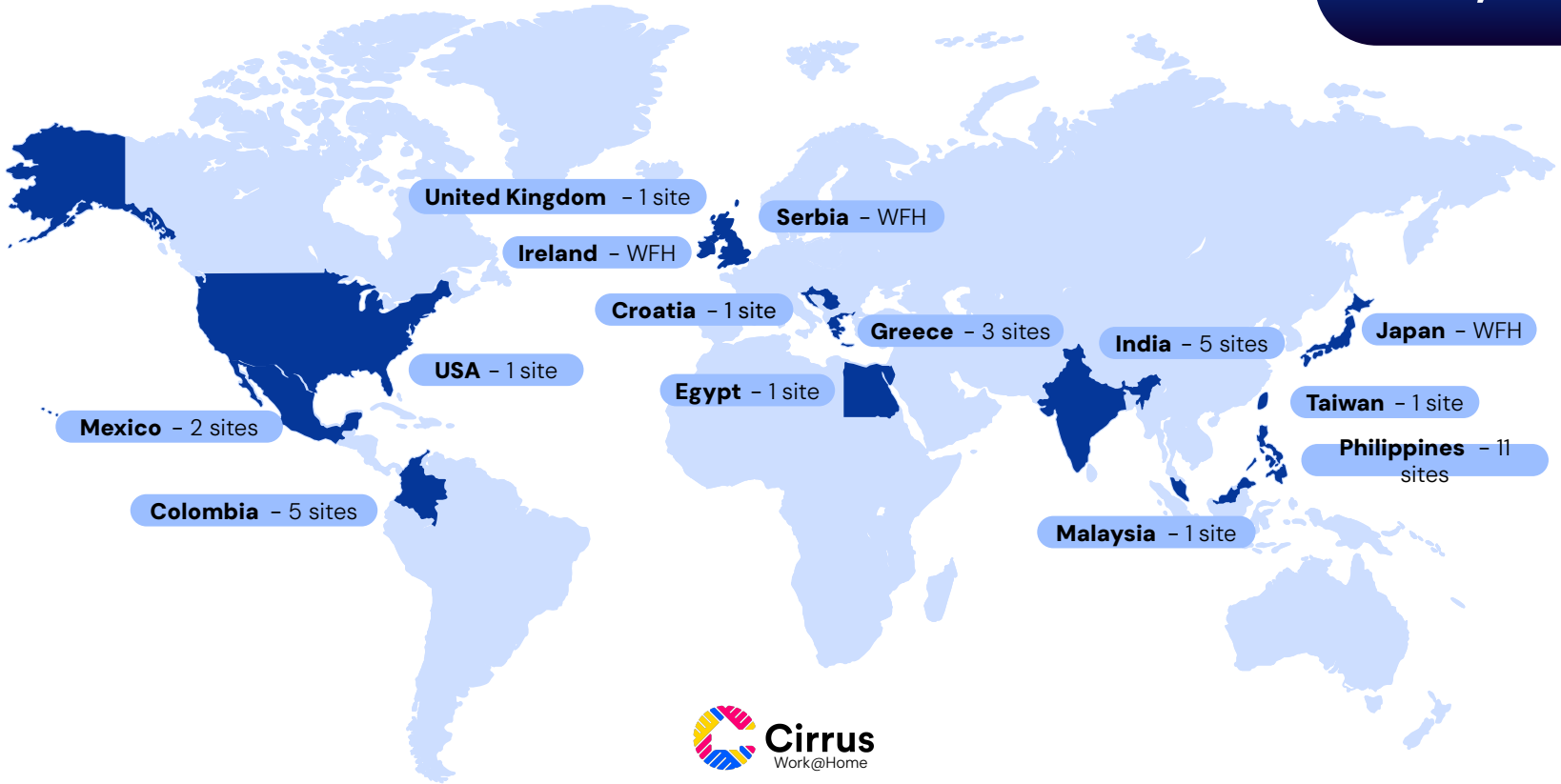
Broad demand across our vertical markets

Emerging growth opportunities in AI Services for Autonomous Vehicles, Autonomous Delivery, & Robotics

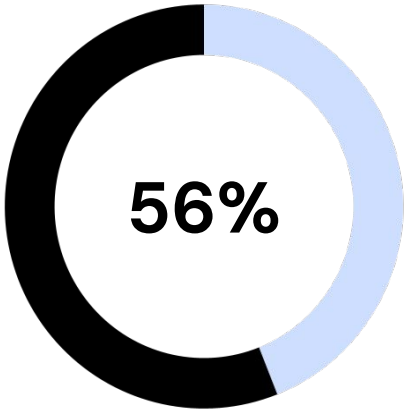
Expanding Our Global Footprint

32 sites and a fully-functional, scaled work at home solution across 14 countries

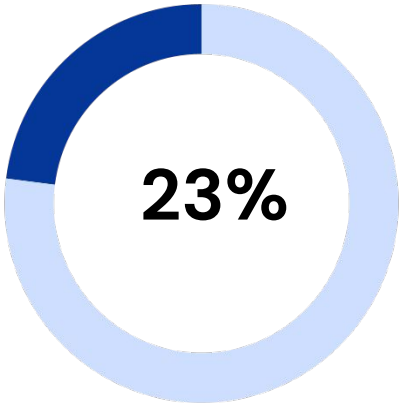
Our Headcount
as of September 30, 2026
~64,700



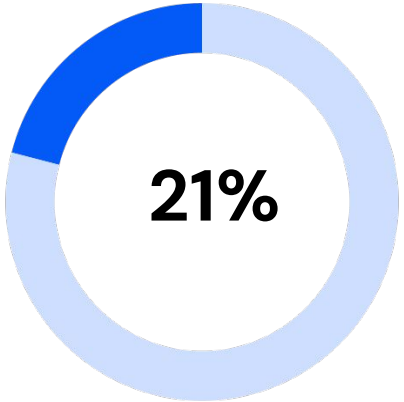
Digital Offerings Powered by Differentiated Technology Solutions



Digital Customer Experience



Trust & Safety



AI Services

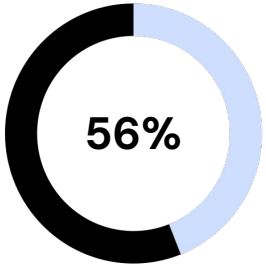
Note: Percentages based on revenue contribution during the twelve months ended September 30, 2026.

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 9/26 Revenue
$693mm

SOLUTIONS

- **Omni-Channel Care**
- **Sales & Customer Success**
- **Technical Support**
- **Learning Experience Services**
- **New Product or Market Launches**
- **Consulting Services**

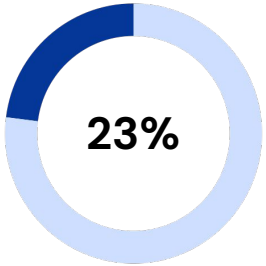
Trust & Safety

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 9/26 Revenue
$289mm

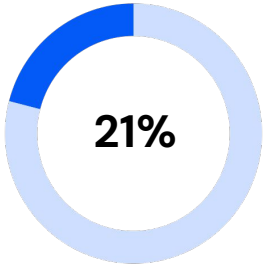
SOLUTIONS

- **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 9/26 Revenue
$261mm

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
- Mobility, Logistics & Travel
- 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 DCX Strategy for the AI Era

Agentic AI

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

Decagon

REGAL

AI for Teammates

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

TaskGPT™

sanas

AI for Internal Automation

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

Maestro

talkpush®

Consultative Capabilities for Systems & Data Integration

Companies Building the Future need New Types of Services

Advanced AI Safety

Adversarial Red Teaming
Rigorous stress-testing to identify vulnerabilities and prevent high-risk policy violations.

Guardrail & Policy Design
Building robust frameworks to mitigate bias, toxicity, and large-scale misinformation.

Human-Centric Alignment
Expert RLHF and verification to ensure model grounding and safe, accurate completions.

AV, AD & Robotics

High-Fidelity Training Data Powering physical AI with 3D sensor fusion and egocentric human activity capture.

Real-Time Remote Assistance Expert human-in-the-loop interventions to navigate complex edge cases and protect assets.

Holistic Operator Resilience Predictive fatigue management and 24/7 clinical support for high-stakes safety.

Agentic CX

Hybrid Ecosystem Management Blending AI agents with human expertise to resolve complex customer issues.

Intelligent Front-Line Resolution Instantly resolving high-volume, routine tasks across digital and voice channels to eliminate wait times.

Proactive CX Transformation Identifying cross-sell opportunities and surfacing insights to turn cost centers into value centers.

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.

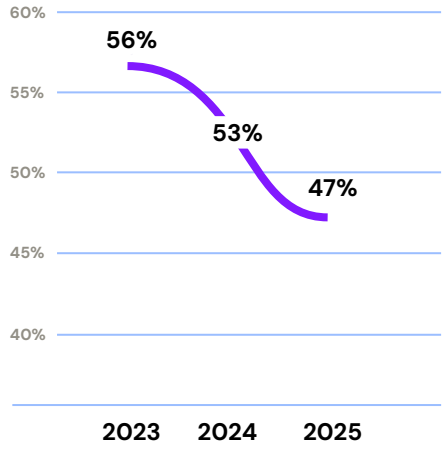
04

Take Share From Competitors

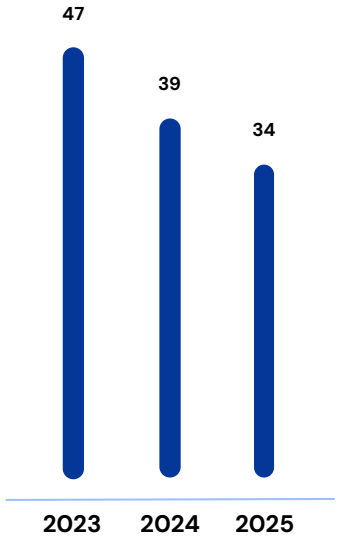
We see meaningful opportunities to take market share from competitors through operational excellence and the use of AI tools to drive efficiencies into our operations and back-office processes. We are playing offense in order to capture a larger share of demand for specialized services not by being the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

Strong Track Record of Sales Wins Across New and Existing Clients

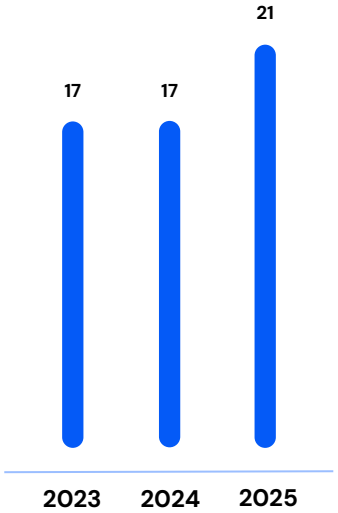
Total Win Rate ($ basis) as %[1]



New Clients Won (#)



> $10M Clients[2]



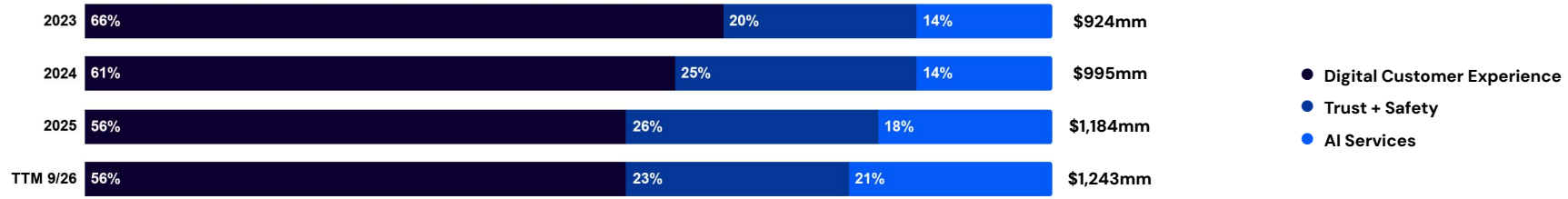
[1] Total Win Rate included opportunities from both New and Existing Clients
[2] Based on revenue contribution

03

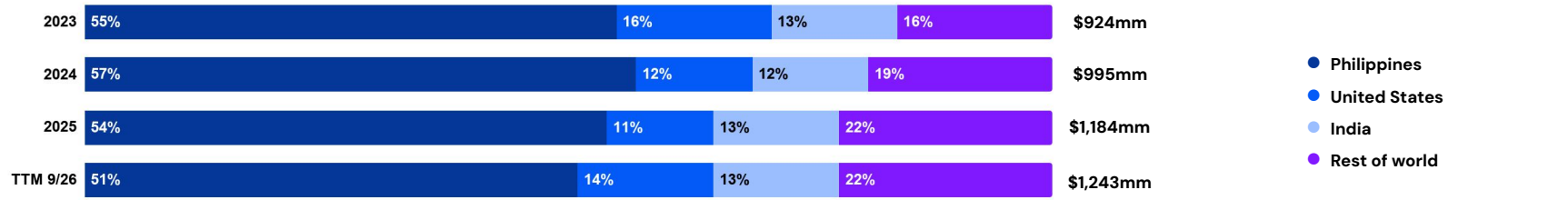
Financial Performance

Specialized Services Revenue Profile

Revenue by service line (%)

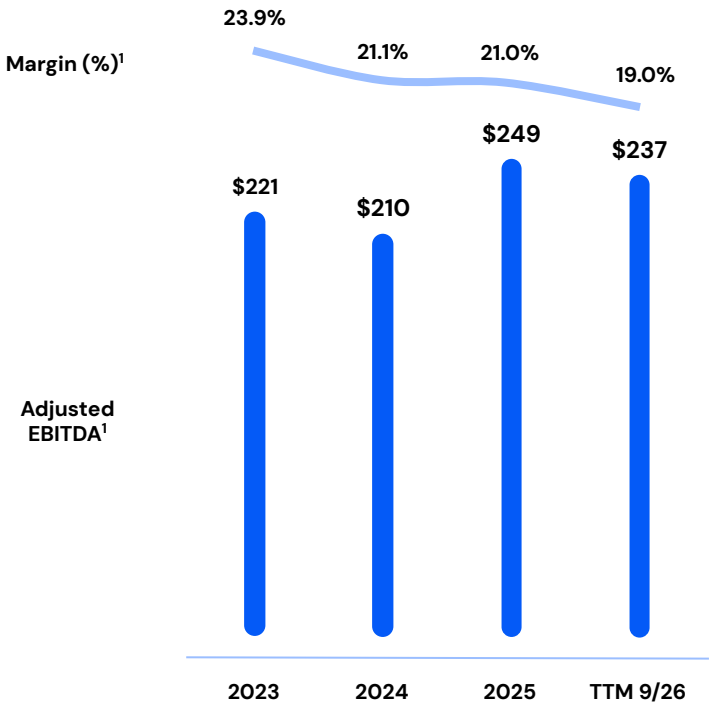


Revenue by delivery geography (%)



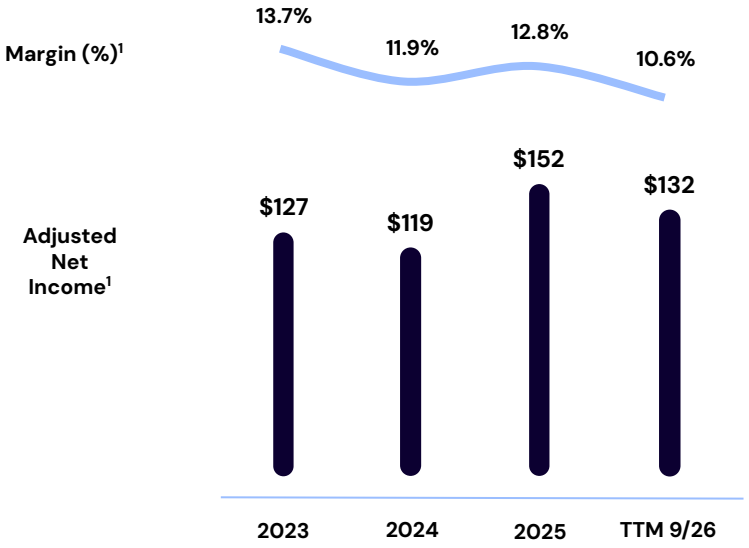
Attractive Profitability and Margin Profile

Adjusted EBITDA[1]



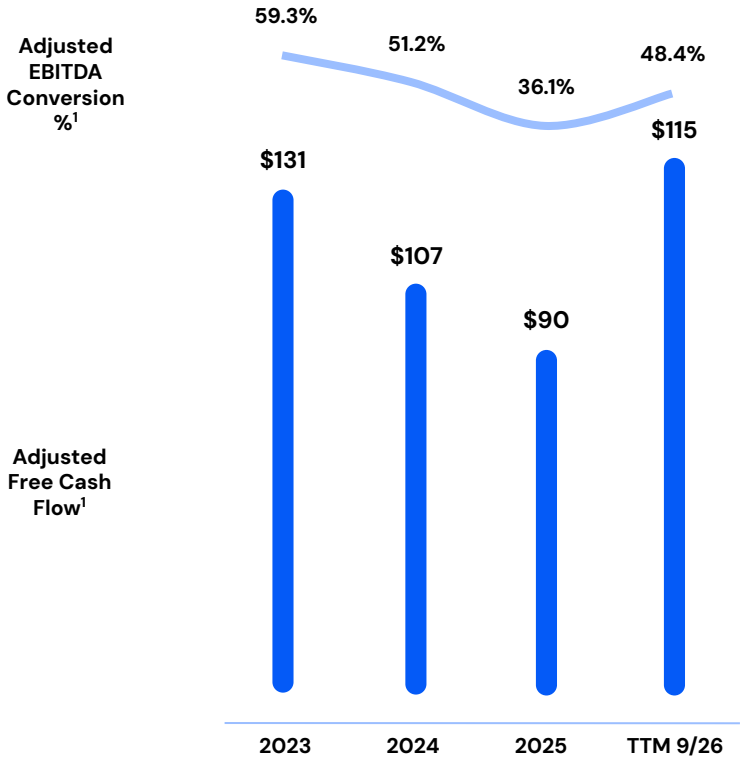
Adjusted Net Income[1]

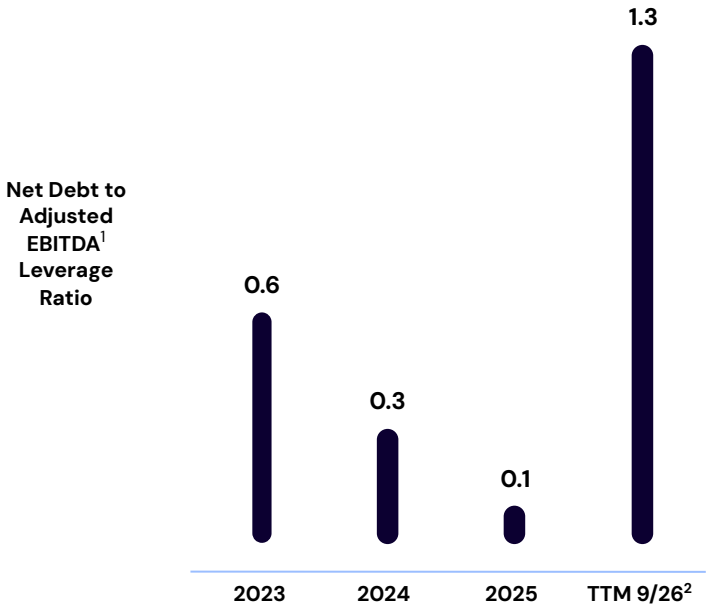
USD Million



[1] See appendix for reconciliation to most comparable GAAP measure

Attractive Cash Flow Profile[1]





[1] See appendix for reconciliation to most comparable GAAP measure

[2] Reflects the impact of our Q1 2026 refinancing and one-time, $3.65 per share dividend.

Financial Highlights

CY 2025

$1.184 billion
Revenue

+19.0%
Revenue Increase YoY

21.0%
Adj. EBITDA Margin[1]

Q3 2026

$315 million
Revenue

+5.4%
Revenue Increase YoY

18.8%
Adj. EBITDA Margin[1]

- Increasingly diversified revenue base
- Consistent track record of profitability
- Significant operating leverage
- Strong free cash flow
- Investing for an AI-led future

[1] See appendix for reconciliation to most comparable GAAP measure

2026 Outlook

USD Millions

	2026 Outlook[1, 2]	
	Q4	Full Year
Revenue	**$319 to $321**	**$1,249 to $1,251**
Change in midpoint versus prior guidance	N/A	+$20 or ~1.6%
Revenue growth (YoY) at midpoint	2.3%	5.6%
Adjusted EBITDA Margin[1]	**~19.5%**	**~19.0%**
Adjusted Free Cash Flow[2]	N/A	$115 to $125
Change in midpoint versus prior guidance	N/A	+5 or ~4.3%

[1] Financial outlook provided as of November 4, 2026 as part of TaskUs' Q2 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.

[2] 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 $165 million and purchase of property and equipment is expected to be approximately $45 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 September 30,		Nine months ended September 30,	
	2025	2026	2025	2026
Net income	$ 31,375	$ 26,215	$ 72,570	$ 72,516
Provision for income taxes	10,346	6,195	25,953	25,669
Financing expenses	4,627	8,929	13,925	23,032
Depreciation	10,553	12,318	30,423	34,941
Amortization of intangible assets	5,005	5,001	14,978	15,011
EBITDA	**$ 61,906**	**$ 58,658**	**$ 157,849**	**$ 171,169**
Transaction costs	1,829	-	11,993	1,146
Operational efficiency costs	881	-	2,108	-
Foreign currency gains	(6,678)	(3,553)	(5,229)	(13,010)
Loss (gain) on disposal of assets	95	180	(49)	2,729
Severance costs	362	670	1,197	1,685
Stock-based compensation expense	6,513	4,207	24,159	14,917
Interest income	(1,456)	(1,053)	(4,352)	(3,298)
Adjusted EBITDA	**$ 63,452**	**$ 59,109**	**$ 187,676**	**$ 175,338**
Net Income Margin	10.5%	8.3%	8.3%	7.8%
Adjusted EBITDA Margin	21.2%	18.8%	21.6%	18.9%

Non-GAAP Reconciliations

Adjusted Net Income

USD Thousand

	Three months ended September 30,		Nine months ended September 30,	
	2025	2026	2025	2026
Net income	$ 31,375	$ 26,215	$ 72,570	$ 72,516
Amortization of intangible assets	5,005	5,001	14,978	15,011
Transaction costs	1,829	-	11,993	1,146
Operational efficiency costs	881	-	2,108	-
Foreign currency gains	(6,678)	(3,553)	(5,229)	(13,010)
Loss (gain) on disposal of assets	95	180	(49)	2,729
Severance costs	362	670	1,197	1,685
Stock-based compensation expense	6,513	4,207	24,159	14,917
Tax impacts of adjustments	(392)	(1,445)	(7,102)	(334)
Adjusted Net Income	**$ 38,990**	**$ 31,275**	**$ 114,625**	**$ 94,660**
Net Income Margin	10.5%	8.3%	8.3%	7.8%
Adjusted Net Income Margin	13.1%	9.9%	13.2%	10.2%

Non-GAAP Reconciliations

Adjusted earnings per share

	Three months ended September 30,		Nine months ended September 30,	
	2025	2026	2025	2026
GAAP diluted EPS	**$ 0.34**	**$ 0.28**	**$ 0.78**	**$ 0.78**
Per share adjustments to net income	0.08	0.06	0.45	0.24
Adjusted EPS	**$ 0.42**	**$ 0.34**	**$ 1.23**	**$ 1.02**
Weighted-average common stock outstanding - Diluted	93,057,417	93,337,979	93,096,587	92,975,915

Non-GAAP Reconciliations

Free Cash Flow and Adjusted Free Cash Flow

USD Thousand

	Three months ended September 30,		Nine months ended September 30,	
	2025	2026	2025	2026
Adjusted EBITDA	**$ 63,452**	**$ 59,109**	**$ 187,676**	**$ 175,338**
Net cash provided by operating activities	$ 54,264	$ 30,679	$ 107,549	$ 120,091
Purchase of property and equipment	(12,302)	(8,655)	(43,753)	(29,362)
Free Cash Flow	**$ 41,962**	**$ 22,024**	**$ 63,796**	**$ 90,729**
Payment for transaction costs	642	642	3,189	6,999
Payment for liability stock-based compensation awards	-	310	-	3,761
Payment for litigation costs	4,502	-	7,850	-
Payment for operational efficiency costs	881	-	2,108	137
Adjusted Free Cash Flow	**$ 47,987**	**$ 22,976**	**$ 76,943**	**$101,626**
Conversion of Adjusted EBITDA to Free Cash Flow	**66.1%**	**37.3%**	**34.0%**	**51.7%**
Conversion of Adjusted EBITDA to Adjusted Free Cash Flow	**75.6%**	**38.9%**	**41.0%**	**58.0%**

Revenue Reconciliation

Revenue Trailing Twelve Month (TTM) Data

USD Thousand

	Nine months ended September 30,	Year ended December 31,	Nine months ended September 30,	TTM Q3'26
	2025	2025	2026	2026
Revenue by Service Offering				
Digital Customer Experience	$ 489,153	$ 661,899	$ 520,102	$ 692,848
Trust and Safety	224,737	307,430	206,763	289,456
AI Services	156,701	214,218	203,003	260,520
Service revenue	**$ 870,591**	**$ 1,183,547**	**$ 929,868**	**$ 1,242,824**
Revenue by Geographical Location				
Philippines	$ 472,850	$ 638,042	$ 471,095	$ 636,287
United States	97,924	132,058	144,760	178,894
India	111,480	153,766	119,408	161,694
Rest of World	188,337	259,681	194,605	265,949
Service revenue	**$ 870,591**	**$ 1,183,547**	**$ 929,868**	**$ 1,242,824**

Non-GAAP Reconciliation

Adjusted EBITDA Trailing Twelve Month (TTM) Data

USD Thousand

	Nine months ended September 30,	Year ended December 31,	Nine months ended September 30,	TTM Q3'26
	2025	2025	2026	2026
Service Revenue	**$ 870,591**	**$ 1,183,547**	**$ 929,868**	**$ 1,242,824**
Net income	$ 72,570	$ 102,275	$ 72,516	$ 102,221
Provision for income taxes	25,953	34,399	25,669	34,115
Financing expenses	13,925	18,385	23,032	27,492
Depreciation	30,423	41,164	34,941	45,682
Amortization of intangible assets	14,978	19,983	15,011	20,016
EBITDA	**$ 157,849**	**$ 216,206**	**$ 171,169**	**$ 229,526**
Transaction costs	11,993	11,899	1,146	1,052
Operational efficiency costs	2,108	2,383	-	275
Foreign currency gains	(5,229)	(8,029)	(13,010)	(15,810)
Loss (gain) on disposal of assets	(49)	525	2,729	3,303
Severance costs	1,197	1,515	1,685	2,003
Stock-based compensation expense	24,159	30,404	14,917	21,162
Interest income	(4,352)	(5,829)	(3,298)	(4,775)
Adjusted EBITDA	**$ 187,676**	**$ 249,074**	**$ 175,338**	**$ 236,736**
Net Income Margin	**8.3%**	**8.6%**	**7.8%**	**8.2%**
Adjusted EBITDA Margin	**21.6%**	**21.0%**	**18.9%**	**19.0%**

Non-GAAP Reconciliation

Adjusted Net Income Trailing Twelve Month (TTM) Data

USD Thousand

	Nine months ended September 30,	Year ended December 31,	Nine months ended September 30,	TTM Q3'26
	2025	2025	2026	2026
Service revenue	**$ 870,591**	**$ 1,183,547**	**$ 929,868**	**$ 1,242,824**
Net income	$ 72,570	$ 102,275	$ 72,516	$ 102,221
Amortization of intangible assets	14,978	19,983	15,011	20,016
Transaction costs	11,993	11,899	1,146	1,052
Operational efficiency costs	2,108	2,383	-	275
Foreign currency gains	(5,229)	(8,029)	(13,010)	(15,810)
Loss (gain) on disposal of assets	(49)	525	2,729	3,303
Severance costs	1,197	1,515	1,685	2,003
Stock-based compensation expense	24,159	30,404	14,917	21,162
Tax impacts of adjustments	(7,102)	(9,246)	(334)	(2,478)
Adjusted Net Income	**$ 114,625**	**$ 151,709**	**$ 94,660**	**$ 131,744**
Net Income Margin	**8.3%**	**8.6%**	**7.8%**	**8.2%**
Adjusted Net Income Margin	**13.2%**	**12.8%**	**10.2%**	**10.6%**

Free Cash Flow and Adjusted Free Cash Flow Reconciliation

Trailing Twelve Month (TTM) Data

USD Thousand

	Nine months ended September 30,	Year ended December 31,	Nine months ended September 30,	TTM Q3'26
	2025	2025	2026	2026
Adjusted EBITDA	**$ 187,676**	**$ 249,074**	**$ 175,338**	**$ 236,736**
Net cash provided by operating activities	$ 107,549	$ 137,215	$ 120,091	$ 149,757
Purchase of property and equipment	(43,753)	(63,500)	(29,362)	(49,109)
Free Cash Flow	**$ 63,796**	**$ 73,715**	**$ 90,729**	**$ 100,648**
Payment for transaction costs	3,189	6,046	6,999	9,856
Payment for liability stock-based compensation awards	-	-	3,761	3,761
Payment for litigation costs	7,850	7,850	-	-
Payment for operational efficiency costs	2,108	2,246	137	275
Adjusted Free Cash Flow	**$ 76,943**	**$ 89,857**	**$101,626**	**$ 114,540**
Conversion of Adjusted EBITDA to Free Cash Flow	**34.0%**	**29.6%**	**51.7%**	**42.5%**
Conversion of Adjusted EBITDA to Adjusted Free Cash Flow	**41.0%**	**36.1%**	**58.0%**	**48.4%**

Reconciliations of Adjusted EBITDA

USD Thousand

	Year ended December 31,		
	2023	2024	2025
Net Income	**$ 45,690**	**$ 45,870**	**$ 102,275**
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
EBITDA	**$ 157,486**	**$ 155,888**	**$ 216,206**
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)
Adjusted EBITDA	**$ 220,797**	**$ 209,867**	**$ 249,074**
Net Income Margin	**4.9%**	**4.6%**	**8.6%**
Adjusted EBITDA Margin	**23.9%**	**21.1%**	**21.0%**

Reconciliations of Adjusted Net Income

USD Thousand

	Year ended December 31,		
	2023	2024	2025
Net Income	**$ 45,690**	**$ 45,870**	**$ 102,275**
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)
Adjusted Net Income	**$ 126,542**	**$ 118,684**	**$ 151,709**
Net Income Margin	**4.9%**	**4.6%**	**8.6%**
Adjusted Net Income Margin	**13.7%**	**11.9%**	**12.8%**

Reconciliations of Free Cash Flow and Adjusted Free Cash Flow

USD Thousand

	Year ended December 31,		
	2023	2024	2025
Adjusted EBITDA	**$ 220,797**	**$ 209,867**	**$ 249,074**
Net cash provided by operating activities	$ 143,670	$ 138,888	$ 137,215
Purchase of property and equipment	(30,995)	(39,104)	(63,500)
Free Cash Flow	**$ 112,675**	**$ 99,784**	**$ 73,715**
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
Adjusted Free Cash Flow	**$ 131,016**	**$ 107,357**	**$ 89,857**
Conversion of Adjusted EBITDA to Free Cash Flow	**51.0%**	**47.5%**	**29.6%**
Conversion of Adjusted EBITDA to Adjusted Free Cash Flow	**59.3%**	**51.2%**	**36.1%**

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, operational efficiency costs, the effect of foreign currency gains and losses, gains and losses on disposals of assets, certain 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, operational efficiency costs, the effect of foreign currency gains and losses, gains and losses on disposals of assets, certain 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 the performance 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 payments for earn-out consideration, transaction costs, operational efficiency costs, liability stock-based compensation awards 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.

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