



Q2 2024 SHAREHOLDER LETTER

INVESTORS.SHIFT4.COM

Forward-Looking Statements

This letter contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Shift4 Payments, Inc. ("we," "our," the "Company," or "Shift4") intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in Section 27A of the Securities Act of 1933, as amended and Section 21E of the Securities Exchange Act of 1934, as amended. All statements contained in this letter, other than statements of historical fact, including, without limitation, statements relating to our position as a leader within our industry; the anticipated benefits of and costs associated with recent acquisitions; our expectations regarding new customers, acquisitions and other transactions, including of our sales partners and their residual streams, and our ability to close said transactions on the timeline we expect or at all; our market growth and international expansion; our plans and agreements regarding future payment processing commitments; our expectations with respect to the economy; our stock price; and our anticipated financial performance, including our financing activities and our financial outlook for the remaining fiscal quarters in 2024 and future periods, are forward-looking statements. In some cases, you can identify forward-looking statements. In some cases, you can identif forward-looking statements by terms such as "may," "will," "should," "expect," "plan," "anticipate," "could," "intend," "target," "project," "contemplate," "believe," "estimate," "predict," "potential," or "continue" or the negative of these terms or other similar expressions, though not all forward-looking statements can be identified by such terms or expressions.

We have based these forward-looking statements largely on our current expectations and projections about future events and financial trends that we believe may affect our business, financial condition and results of operation These forward-looking statements speak only as of the date of this letter. These statements are neither promises nor guarantees, but involve known and unknown risks, uncertainties and other important factors that may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to, the following: the substantial and increasingly intense competition worldwide in the financial services, payments and payment technology industries; potential changes in the competitive landscape, including disintermediation from other participants in the payments chain; the effect of global economic, political and other conditions on trends in consumer, business and government spending; fluctuations in inflation; our ability to anticipate and respond to changing industry trends and the needs and preferences of our merchants and consumers; our reliance on third-party vendors to provide products and services; risks associated with acquisitions; our inability to protect our IT systems and confidential information, as well as the IT systems of third parties we rely on, from continually evolving cybersecurity risks, security breaches and/or other technological risks; compliance with governmental regulation and other legal obligations, particularly related to privacy, data protection

and information security, marketing, cryptocurrency, and consumer protection laws across different markets where we conduct our business; our ability to continue to expand our share of the existing payment processing markets or expand into new markets; additional risks associated with our expansion into international operations, including compliance with and changes in foreign governmental policies, as well as exposure to foreign exchange rates; our ability to integrate and interoperate our services and products with a variety of operating systems, software, devices, and web browsers; our dependence, in part, on our merchant and software partner relationships and strategic partnerships with various institutions to operate and grow our business; and the significant influence Jared Isaacman, our CEO and founder, has over us, including control over decisions that require the approval of stockholders. These and other important factors discussed under the caption "Risk Factors" in Part I, Item 1A. in our Annual Report on Form 10-K for the fiscal year ended December 31, 2023, and our other filings with the Securities and Exchange Commission could cause actual results to differ materially from those indicated by the forward-looking statements made in this letter. Any such forward-look ing statements represent management's estimates as of the date of this letter. While we may elect to update such forward-looking statements at some point in the future, we disclaim any obligation to do so, even if subsequent events cause our views to change.

Non-GAAP Financial Measures and Key Performance Indicators

We use supplemental measures of our performance which are derived from our consolidated financial information but which are not presented in our consolidated financial statements prepared in accordance with U.S. generally accepted accounting principles ("GAAP"). These non-GAAP financial measures include: gross revenue less network fees, which includes interchange and adjustment fees; adjusted net income; adjusted net income per share; free cash flow; Adjusted Free Cash Flow; earnings before interest expense, interest income, income taxes, depreciation, and amortization ("EBITDA"); Adjusted EBITDA; Adjusted EBITDA conversion rate; and Adjusted EBITDA margin.

Gross revenue less network fees represents a key performance metric that management uses to measure changes in the mix and value derived from our customer base as we continue to execute our strategy to expand our reach to serve larger, complex merchants.

Adjusted net income represents net income adjusted for certain non-cash and other nonrecurring items that management believes are not indicative of ongoing operations, such as acquisition, restructuring and integration costs, revaluation of contingent liabilities, impairment of intangible assets, unrealized gain (loss) on investments in securities, change in TRA liability, equity-based compensation expense, and foreign exchange and other nonrecurring items.

Adjusted EBITDA is the primary financial performance measure used by management to evaluate its business and monitor results of operations. Adjusted EBITDA represents EBITDA further adjusted for certain noncash and other nonrecurring items that management believes are not indicative of ongoing operations. These adjustments include acquisition, restructuring and integration costs, revaluation of contingent liabilities, impairment of intangible assets, unrealized gain (loss) on investments in securities, changes in TRA liability, equity-based compensation expense, and foreign exchange and other nonrecurring items. Free cash flow represents net cash provided by operating activities adjusted for non-discretionary capital expenditures. Adjusted EBITDA Margin represents Adjusted EBITDA divided by gross revenue less network fees.

Free cash flow represents net cash provided by operating activities adjusted for certain capital expenditures.

Adjusted Free Cash Flow represents free cash flow further adjusted for certain transactions that are not indicative of future operating cash flows, including settlement activity (which represents the change in our settlement assets and liabilities), acquisition, restructuring and integration costs, the impact of timing of annual performance bonuses, other nonrecurring expenses, and nonrecurring strategic capital expenditures that are not indicative of ongoing activities. We believe Adjusted Free Cash Flow is useful to measure the funds generated in a given period that are available to invest in the business, to repurchase stock and to make strategic decisions.

The Adjusted EBITDA conversion rate is calculated as Adjusted Free Cash Flow divided by Adjusted EBITDA.

We use non-GAAP financial measures to supplement financial information presented on a GAAP basis. We believe that excluding certain items from our GAAP results allows management to better understand our consolidated financial performance and, in the case of Adjusted Free Cash Flow, our liquidity, from period to period and better project our future consolidated financial performance as forecasts are developed at a level of detail different from that used to prepare GAAP-based financial measures. Moreover, we believe these non-GAAP financial measures provide our stakeholders with useful information to help them evaluate our operating results by facilitating an enhanced understanding of our operating performance and, in the case of Adjusted Free Cash Flow, our liquidity, and enabling them to make more meaningful period to period comparisons. There are limitations to the use of the non-GAAP financial measures presented in this letter. Our non-GAAP financial measures may not be comparable to similarly titled measures of other companies. Other companies, including companies in our industry, may calculate non-GAAP financial measures differently than we do, limiting the usefulness of those measures for comparative purposes

The non-GAAP financial measures are not meant to be considered as indicators of performance, or in the case of Adjusted Free Cash Flow, as an indicator of liquidity, in isolation from or as a substitute for financial information prepared in accordance with GAAP, and should be read only in conjunction with financial information presented on a GAAP basis. Reconciliations each of EBITDA and Adjusted EBITDA, gross revenue less network fees, adjusted net income, adjusted net income per share, free cash flow and Adjusted Free Cash Flow to, in each case, its most directly comparable GAAP financial measure are presented in Appendix - Financial Information.

For 2024, we are unable to provide a reconciliation of Gross revenue less network fees, Adjusted EBITDA, and Adjusted Free Cash Flow to Gross Profit, Net Income, and net cash provided by operating activities, respectively, the nearest comparable GAAP measures, without unreasonable efforts. We encourage you to review the reconciliations in conjunction with the presentation of the non-GAAP financial measures for . each of the periods presented. In future fiscal periods, we may exclude such items and may incur income and expenses similar to these excluded items. In addition, key performance indicators include end-to-end payment volume, Blended Spread and margin. End-toend payment volume is defined as the total dollar amount of payments that we deliver for settlement on behalf of our merchants. Included in end-to-end volume are dollars routed via our international payments platform and alternative payment methods, including cryptocurrency and stock donations, plus volume we route to one or more third party merchant acquirers on behalf of strategic enterprise merchant relationships. This volume does not include volume processed through our legacy gateway-only offering.

Blended Spread represents the average yield Shift4 earns on the average end-to-end payment volume processed for a given period after network fees. Blended Spread is calculated as payments-based revenue less gateway revenue and network fees for a given period divided by the end-to-end payment volume processed for the same period.

S H I F T 🕘

Dear Shareholders,

This was another busy quarter. I am reasonably pleased with our results that were largely in line with expectations. We closed on two acquisitions, expanded into new countries in support of our strategic customer, and won thousands of SkyTab locations, stadiums and hotels. Like previous quarters, the enterprise wins we are highlighting this quarter are simply incredible. The hospitality team smashed it with wins like Nobu, Whistler Blackcomb and dozens of other signature properties. Similarly, we continued to deliver the W's in Sports & Entertainment with Colts, Miami Heat, Daa Bears and many more.

I think it is worth reinforcing how much our business has diversified since the pandemic, and while we are often asked about restaurants, we continue to win share at accelerated rates across many verticals. In fact, hotels and resorts now represent approximately 33% of the volume we process. The strength in our diversification has been a key factor in the 11 quarters of guidance raises, including this quarter, and what delivers confidence in the face of economic uncertainty.

Beyond commercial wins, we kept busy this quarter by further optimizing our organization structure, integrating and realizing synergies from past acquisitions alongside meaningful investments in our internal systems, AI and a continued to focus on our Shift4way principles: *deleting parts, staying flat, radical ownership and executing with urgency.* The results of which can be seen in our strong margins even alongside the drag of recent acquisitions.

This quarter, we have endeavored to give the people what they want and address some of our most frequently asked investor questions. Throughout the presentation and our prepared remarks, we will provide:

- A list of wins to support our beat and guidance raise quarter.
- A contracted volume backlog from enterprise clients to support our forecasts
- Greater insight in to our GRLNF inorganic/organic composition: As stated earlier in the year, we expected FY24 organic revenue growth to be well north of 25%. Q2 organic was 24% and we expect a healthy acceleration in the back half.
- A lookback on two recent acquisitions, FocusPOS and VenueNext, so investors can get a better sense of our playbook in action.

If you have read my previous letters, then you know I typically go beyond our results and try to help our shareholders really understand who we are as an organization. I will use the balance of this letter to try and cover some of the basics.

What is the opportunity? Clearly, there are winners and losers in payments. The losers, provide little value beyond the approval and decline of a credit card transaction and as a result, there is little they can charge for that service. The winners are bringing together software + payments to deliver a more powerful commerce experience and they can typically charge more for the value being delivered. At Shift4, more than 99.9% of our transactions are integrated into software, predominantly card-present, which is not easy, and in verticals that require a lot of software to adequately serve. It is important to realize there is not a single restaurant, hotel, sports stadium or theme park switching to an inferior commerce solution solely to save a few basis points.

How do we win? We began our integrated payments journey ~20 years ago with a single organic initiative. The growth was remarkable and informed our evolved strategy to build, buy, or partner depending on the verticals we aim to conquer. With restaurants, we built our own cloud-POS solution called SkyTab and we sign up thousands of locations every quarter. With hotels we possess 550+ unique software integrations to companies like Microsoft, Oracle, Agilisys, etc that are required to serve the hospitality vertical. With sports stadiums and theme parks we have a product we purchased and enhanced 3 years ago called VenueNext, that has quickly made us the category leader. We are now taking these same products and integrations all over the world with a focus on Canada and Europe.

"Good companies don't do M&A": The vast majority of our revenue is in fact generated from organic initiatives – such as nearly all of our payments revenue. What we have learned is not to take the risk of sitting on our hands and waiting for business to come to us when the opportunity is blatantly obvious. When we do elect to buy, we are finding overlooked assets with high-conviction revenue synergies. We then blow-up the legacy revenue streams and quickly pivot the business towards a bundled payments strategy resulting in all the legacy revenue being replaced with a new recurring model that we uniquely unlocked. And if you think good companies don't do M&A, check again the hundreds of acquisitions Apple, Amazon, Meta, Microsoft, Google, Palo Alto and others have completed when capitalizing on an industry in transition. Even a great industry giant, such as Fiserv, achieved so much of their distribution, vertical specialization and even the Clover product itself through intelligent acquisitions.

Why do we do M&A better? Our corporate DNA is about winning. We want to win as much as we can, deploying the fewest dollars with the absolute highest returns. This is because we never were coddled by VCs. We never had a series A, B, C, we never took on any outside capital our first 15 years in business. If we wanted to hire employees, invest in a project, or acquire an asset, we funded it with our own cashflows. I would rather deploy capital on high probability outcomes then throw it at digital marketing, mass hiring and hoping for the best. At Shift4, we are simply forged differently. We have a bold team that understands the plan and when it comes to M&A, we have a winning playbook.

- 1. We don't win banker auctions; we find overlooked and attractively priced assets through our own proprietary process.
- 2. We confidently underwrite revenue synergies by cross selling or bundling payments.
- 3. We blow-up the existing revenue model (one-time software, hardware sales, etc.), often taking steps backwards, to run far forward leading with an integrated payments offering.
- 4. We aggressively delete parts. Parts can be legacy products, internal systems and other costly expenses that don't fit within our plan.
- 5. We align the talent and distribution with our strategy, enhance the value proposition with payments and win without delay.

How do we know this works? The proof points: since 2020, we generated 4-year CAGR growth in our End-to-End Volumes, Gross Revenue Less Network Fees, and Adjusted EBITDA of 75%, 48% and 82%, respectively, and most importantly while simultaneously diversifying our end-markets, expanding margins, and improving FCF conversion. Compare our trends to those that have attempted less thoughtful M&A strategies and the results should be obvious.

On that note, this past quarter we completed the acquisition of the previously announced Revel transaction. Revel provides talent, distribution and billions in payment volume to cross sell and eventually move to SkyTab. We expect Revel, which historically has been a cash burner, to deliver ~\$15 million of EBITDA in the back half of 2024 and be deleveraging inside of 24 months. Also, after more than 18 months of work, we announced the acquisition and the majority closing of Vectron. This deal really highlights our M&A formula at its finest. The transaction provides massive scale in support of our European expansion strategy. Vectron has over 65,000 installed restaurants and 300+ distribution partners across Europe. With the support of the management team, we will blow-up the revenue model, cross sell restaurant and hotel payments, enhance the value prop of their current offering and eventually pivot the customers to SkyTab. The hundreds of Vectron distribution partners may provide future opportunities to insource the best, in line with our past playbook, which will further enhance the unit economics of selling card present payments across Europe. I would challenge anyone to deploy dollars more efficiently while achieving a comparable market opportunity.

While I appreciate investors want simplicity, as the largest shareholder, I am highly motivated to play to our strengths and take bold, calculated risks to win. Profitably winning at payments is hard, especially across multiple geographies and in many card-present verticals. So I will say this, we love complexity, we love the verticals we are in and we love our strategy to conquer integrated payments all over the world. This is how we will ensure Shift4 is an enduring business for decades in to the future.

Boldly Forward,

Jared Isaacman CEO jared@shift4.com

Performance Highlights Second Quarter 2024

+50% YoY

Q2 END-TO-END PAYMENT VOLUME

+38% YoY GROSS PROFIT

GRO

+41% YoY GROSS REVENUE LESS NETWORK FFES^(A) \$54.5M NET INCOME \$162.4M +48% YoY ADJUSTED EBITDA^(A)

Q2

- End-to-end ("E2E") payment volume of \$40.1 billion during Q2 2024, up 50% from Q2 2023.
- Gross revenue of \$827.0 million, up 30% from Q2 2023.
- Gross profit of \$218.8 million, up 38% from Q2 2023.
- Gross revenue less network fees^(A) of \$320.6 million, up 41% from Q2 2023.
- Net income for Q2 2024 was \$54.5 million. Net income per class A and C share was \$0.59 and \$0.58 on a basic and diluted basis, respectively. Adjusted net income for Q2 2024 was \$89.1 million, or \$0.96 per class A and C share on a diluted basis. ^{(A)(B)}
- EBITDA of \$125.5 million and Adjusted EBITDA of \$162.4 million for Q2 2024, up 52% and 48%, respectively. Adjusted EBITDA margin of 51% for Q2 2024.



Net Income & Adjusted EBITDA^(A)



Gross Profit & Gross Revenue Less Network Fees^(A)



Net Cash Provided by Operating Activities & Adjusted Free Cash Flow^(A)



(A) See page 2 for a description of non-GAAP financial measures. For a reconciliation of non-GAAP financial measures to the most directly comparable GAAP financial measures, please see the relevant tables in "Appendix - Financial Information" of this document.

(B) Adjusted net income per share for Q2 2024 is calculated using total shares of 92.8 million, which includes weighted average Class A, Class B and Class C shares of 64.4 million, 23.8 million, and 1.7 million, respectively, of which the Class B and Class C shares are exchangeable/convertible into shares of Class A common stock, and 2.9 million unvested Restricted Stock Units as of June 30, 2024, for which new Class A shares will be issued upon vesting.

SHIFT ④

Executing on Our Strategic Objectives

Moving up market with industry leading volume growth while improving overall unit economics



E2E Volumes and Blended Spreads by Quarter



Average size of merchant based on volume is +183% of 2022 levels.

Blended Spreads by Vertical



Contracted Volume Backlog



We have a significant backlog of merchants whose volume opportunity is not yet fully actualized.

Restaurant Update

Shift4 continues to gain market share in restaurants, winning new restaurants every day





- Modern cloud solution with lowest total cost of ownership
- 2 Significant, sophisticated distribution coverage with a long track record of winning
- 3 ARPU expansion from existing customers that move to SkyTab
- 4 Now processing payments in Canadian and European Markets

S H I F T 🕘

How do we win

RESTAURANTS?

Hospitality Update

Continuing to expand market share in hospitality vertical





Named the best ski resort in North America by Condé Nast Traveler, Whistler Blackcomb is also the largest with over 8,000 acres and 200 trails plus world-famous après, five-star dining, and best-in-class accommodations.

Pier Sixty-Six Resort



Recently renovated and reopened by CoralTree Hospitality, this iconic resort has been reimagined to deliver an unforgettable and luxurious experience overlooking Fort Lauderdale's intracoastal waterway.

The Scott Resort and Spa



The Scott is a vibrant, Mission-inspired hotel in the heart of Old Town Scottsdale featuring over 200 guest rooms and suites, world-class dining, two pools, a full-service spa, and more than 14,500 square feet of indoor meeting space.

Yosemite National Park 🗴



Shift4 will power payments for multiple lodging options and various tours and activities across California's iconic Yosemite National Park.

Cobblestone Inn and Suites 😒



Cobblestone Hotels is the fastest growing hotel chain in the midwest, operating numerous brands with over 150 locations across more than two dozen states, with many more locations currently under development.



- 1 One of three companies with 500+ software integrations required to pursue the vertical
- 2 We own more links in the value chain to differentiate and provide lower cost of ownership
- 3 ARPU expansion from existing gateway only customers
- 4 Now processing payments in Canadian and European Markets



SHIFT (4)

Hospitality Update

Continuing to expand market share in hospitality vertical

Amrit Ocean Resort



Located on seven acres of private beachfront on Singer Island of the Palm Beaches, with panoramic views of the Atlantic sunrise, Amrit Ocean Resort redefines wellness and luxury.

Royal Sonesta San Juan 🛃



As part of Shiftd's expansion into Puerto Rico, we are now powering payments for this beautiful property nestled on Isla Verde Beach near old San Juan and El Yunque Rainforest.

Live! Casino & Hotel Louisiana



Scheduled to open in 2025, Live! Casino & Hotel Louisiana will feature more than 47,000-square-feet of gaming space, an upscale 550-room hotel, a state-of-the-art event center, and best-in-class dining venues.

Stein Collection 😒



With four flagship properties at Deer Valley Resort in Park City, Utah, the Stein Collection sets a new standard for mountainside accommodations with unmatched hospitality, world-class luxury, and awe-inspiring views.

Condo-World 🔀



Condo-World is the foremost name in luxury vacation rentals in North Myrtle Beach, managing nearly 500 oceanfront properties which can be booked directly through Condo-World's online reservation system.

Mount Airy Casino Resort



Named one of USA Today's Top Ten Casino Hotels, Mount Airy Casino Resort is Pennsylvania's first AAA Four Diamond Casino Resort, featuring numerous restaurants, a world-class spa, indoor and outdoor pools, golf course, and more.



- 1 One of three companies with 500+ software integrations required to pursue the vertical
- 2 We own more links in the value chain to differentiate and provide lower cost of ownership
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- Now processing payments in Canadian and European Markets



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Oh and just two more Hospitality wins... Nobu Hotels in Toronto and Chicago!



Nobu will mark its Canadian debut with the new Nobu Hotel Toronto in the heart of Toronto's Entertainment District.



Shift4 will now power Nobu Hotel Chicago in Chicago's famed Fulton Market neighborhood.

Sports & Entertainment Update

Powering payments through POS, mobile ordering, ticketing, and more





Shift4 will power ticketing for the Miami Heat via our partnership with Ticketmaster.



Shift4 has partnered with the Indianapolis Colts to power ticket sales for the NFL team at Lucas Oil Stadium.

New England Patriots



Shift4 will power payments through our partnership with Zippin for autonomous retail stores throughout Gillette Stadium.

Memphis Grizzlies



Shift4 will power payments for food & beverage concessions at FedExForum for the Memphis Grizzlies.

How do we win

STADIUMS?

Indiana Pacers



Shift4 has partnered with the Indianapolis Pacers to process payments for their ticketing transactions, retail sales, and food & beverage concessions.

Austin FC



Shift4 will power both ticketing transactions for Austin FC and food & beverage concessions at Austin's Q2 Stadium.

Category leading mobile experience

- 2 We own more links in the value chain (i.e. Payments, Hardware, mobile, concessions, restaurants, retail, parking, ticketing)
- 3 ARPU expansion as existing customers add ticketing and hundreds of Appetize accounts begin to effectively monetize payments

SHIFT (4)

Sports & Entertainment Update

Powering payments through POS, mobile ordering, ticketing, and more

San Diego FC



Shift4 will process ticket sales for San Diego FC, the newest MLS expansion team which will begin playing in the 2025 season.

University of Houston Cougars



Shift4 will process payments for food & beverage concessions at the University of Houston's athletics facilities.

Boise State



Shift4 will power payments for food & beverage concessions at Boise State's athletics facilities.

Indiana University



Shift4 will process payments for food & beverage concessions at Indiana University's athletics facilities.

Lehigh Valley Phantoms



Close to our Center Valley, PA headquarters, we will be powering payments for the Philadelphia Flyers minor league team.

Las Vegas Aviators



Near our Las Vegas office, we will be processing ticketing transactions for the Oakland Athletics' Triple-A minor league affiliate.

Category leading mobile experience

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How do we win STADIUMS?

SHIFT (4)

And one more thing, we have also won... DAAAAA BEARS!



Other Verticals Update

Continuing to gain momentum in new verticals



Shift4 is live with SkyTab mobile devices at the Great American Ballpark, home of the Cincinnati Reds.

We expanded our relationship with Lotto.com for the Massachusetts State Lottery.



International Expansion Update

Shift4 continues to move Boldly Forward towards becoming a truly global company

We Are Continuing to Follow Our Global Strategic Partner into New Geographies



Notable International Wins in Our Key Verticals

Вомвау	Shift4 has signed agreement with the prestigious Bombay Hotel in Tallinn, Estonia, to process card present transactions for the hotel and in-house casino.	• iiii • pay shop	Shift4 has started processing online payments for PayShop, Portugal's utility bill payment services company with a presence in over 7,000 locations in the country.
BINDA watchesince 1906	Shift4 is proud to have started processing for BINDA Group (the Italian watch, jewelry and leather accessories corporate group) in Italy, we expect to add further stores in the coming months.	holidayheroes	We have started to process transactions for online travel agency Travelstore, for its brand Holiday Heroes in Germany.
ALTAPAY PATMENTS LESS COMPLICATED	 Via our partner AltaPay we continue to provide processing services for an increasing number of brands each quarter, including in Q2: Eportaler APS, a major Danish ski equipment retailer BMD Trading APS, one of the world's leading developers of LED products 	•I• Flatpay	We are boarding 300 new merchants per month in Germany, the Nordics and soon Italy through this partnership.
	Shift4 is now providing international payment processing services for KM Malta Airlines Ltd, the new airline of the Maltese islands.	Wolt	We continue to grow our wallet share with this major European food delivery company, adding Albania to the list of more than 15 countries where we provide their payment processing.

SHIFT (4)

International Expansion Update: EV Charging

Shift4 continues to grow market share in this fast-growing sector with a number of new partners



Atlante is developing the largest fast and ultra-fast charging network in Southern Europe, Shift4 supports them in Italy and Spain.



Payter is an expert, pioneer, and leader in the field of contactless NFC and Cashless technology. Together with Shift4 we will provide the next generation of payments technology.

Live projects in Netherlands, France, Germany, the United Kingdom, Belgium, Denmark, Italy, Poland, Bulgaria, Spain and Switzerland



Collaboration with an increasing number of companies and partners active in the EV charging space



SHIFT (4)

Thoughtful Capital Allocation is at the Beginning of Everything We Do







(1) FCF Growth: 2024 represents Adjusted FCF based off of our 2024 Adjusted FCF guidance of +59% Adjusted FCF conversion applied against the midpoint of our 2024 Adj EBITDA guidance. (2) Total Capital Deployed defined as the cumulative capital invested from 2020-2024, excluding \$327 million of share repurchases. The \$2.3 billion deployed is comprised of \$1.8 billion of acquisitions, and approximately \$550 million of Customer Acquisition and Product Investments. Adjusted EBITDA and FCF multiples calculated based on incremental Adjusted EBITDA generated in 5-year period 2020-2024 relative to Total Capital Deployed or the 2020-2024 relative to Total Capital Deployed or CF.

The Shift4 Acquisition Playbook Is Tried & True

Our approach boils down to unlocking synergies, expanding our capabilities, and most importantly unlocking payment volume conversion opportunities at the most attractive price



Unlocking Synergies From Our Acquisitions

REVENUE SYNERGIES

- Blow up legacy revenue model by transforming go-to-market around payment centric value proposition
- Convert existing merchants to our E2E platform
- Cross-sell incremental volume (e.g. ticketing)
- Win new merchants via strong competitive position

COST SYNERGIES

- Take out the parts
- Repurpose personnel
- Obsess over operational efficiencies

This strategy provides a consistent source of under-monetized payments volume conversion opportunities at a highly attractive customer acquisition cost (CAC)

Over \$550 Billion

TOTAL E2E CROSS-SELL OPPORTUNITY UNLOCKED VIA ACQUISITIONS SINCE 2017

\$4.6K

WEIGHTED AVERAGE CAC PER LOCATION BEFORE SYNERGIES **305K** TOTAL LOCATIONS

* Excludes Finaro volumes

Shift4 Playbook in Action

Our acquisitions of FocusPOS (closed April 2023) and VenueNext (closed February 2021) demonstrate our strategy of blowing up legacy revenue models and rebuilding around monetizing payments



Updating Our Full Year 2024 Guidance

We are updating our full year 2024 guidance across our KPIs



(A) See page 2 for a description of non-GAAP financial measures. For a reconciliation of non-GAAP financial measures to the most directly comparable GAAP financial measures, please see the relevant tables in the "Appendix -Financial Information" of this document.

Breaking Down Our 2024 Guidance by Quarter

We are updating quarterly guidance for the balance of the year



Full Year Adjusted Free Cash Flow

59%+ Adj. FCF Conversion

See page 2 for a description of non-GAAP financial measures. For a reconciliation of non-GAAP financial measures to the most directly comparable GAAP financial measures, please see the relevant tables in the "Appendix - Financial Information" of this document.

EBITDA Guidance Update Bridge

Breaking down the updates to the midpoint of our revised EBITDA guide



Excluding acquisitions, the midpoint of our full year guidance was raised to reflect Q2 outperformance

Appendix - Financial Information



SHIFT ④

Condensed Consolidated Balance Sheets

UNAUDITED

	June 30, 2024	December 31, 2023
ASSETS		
Current assets		
Cash and cash equivalents	\$ 205.0	\$ 455.0
Restricted cash	74.8	84.4
Settlement assets	279.1	321.2
Accounts receivable, net	310.5	256.8
Inventory	8.1	3.4
Prepaid expenses and other current assets	50.2	32.5
Total current assets	927.7	1,153.3
Noncurrent assets		
Equipment for lease, net	144.5	123.1
Property, plant and equipment, net	28.5	28.6
Right-of-use assets	29.7	22.8
Investments in securities	72.9	62.2
Collateral held by the card networks	37.5	37.7
Goodwill	1,299.9	1,111.3
Residual commission buyouts, net	187.4	229.6
Capitalized customer acquisition costs, net	59.0	51.7
Other intangible assets, net	674.0	548.8
Other noncurrent assets	33.1	18.7
Total assets	\$ 3,494.2	\$ 3,387.8
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current liabilities		
Settlement liabilities	274.4	315.2
Accounts payable	263.9	204.6
Accrued expenses and other current liabilities	120.5	83.9
Deferred revenue	18.6	20.6
Bank deposits	-	72.3
Current lease liabilities	8.9	7.8
Total current liabilities	686.3	704.4
Noncurrent liabilities		
Long-term debt	1,754.3	\$ 1,750.2
Deferred tax liability	31.1	28.7
Noncurrent lease liabilities	24.4	18.8
Other noncurrent liabilities	39.3	17.3
Total liabilities	2,535.4	2,519.4
Stockholder's equity		
Additional paid-in-capital	1,005.7	985.9
Accumulated other comprehensive income (loss)	(7.1) 14.1
Retained deficit	(297.8	(346.7)
Total stockholders' equity attributable to Shift4 Payments, Inc.	700.8	653.3
Noncontrolling interests	258.0	215.1
Total stockholders' equity	958.8	868.4
Total liabilities and stockholders' equity	\$ 3,494.2	\$ 3,387.8

Condensed Consolidated Statements of Operations

UNAUDITE

In millions, except share and per share data

	Three Months Ended					Six Months Ended				
	June	e 30, 2024	June	e 30, 2023	Ju	ne 30, 2024	Ju	ne 30, 2023		
Gross revenue	\$	827.0	Ś	637.0	\$	1,534.4	Ś	1,184.0		
Cost of sales (exclusive of certain depreciation and amortization expense shown separately below)		(595.2)		(470.1)	•	(1,114.8)		(871.7)		
General and administrative expenses		(110.1)		(82.1)		(217.2)		(167.8)		
Revaluation of contingent liabilities		(0.3)		(5.6)		(2.4)		(12.6)		
Depreciation and amortization expense (A)		(46.7)		(35.9)		(91.5)		(71.2)		
Professional expenses		(11.6)		(5.4)		(19.6)		(11.5)		
Advertising and marketing expenses		(3.9)		(4.0)		(8.3)		(6.5)		
Income from operations		59.2		33.9		80.6		42.7		
Interest income		5.0		8.8		10.4		16.4		
Other income (expense), net		0.4		(0.4)		1.8		(0.3)		
Unrealized gain (loss) on investments in securities		(0.2)		-		10.8		8.9		
Change in TRA liability		(3.6)		(0.8)		(4.8)		(1.3)		
Interest expense		(8.1)		(8.0)		(16.2)		(16.1)		
Income before income taxes		52.7		33.5		82.6		50.3		
Income tax benefit		1.8		3.3		0.4		6.9		
Net income		54.5		36.8		83.0		57.2		
Less: Net income attributable to noncontrolling interests		(15.3)		(11.7)		(23.2)		(17.3)		
Net income attributable to Shift4 Payments, Inc.	\$	39.2	\$	25.1	\$	59.8	\$	39.9		
Basic net income per share										
Class A net income per share - basic	\$	0.59	\$	0.43	\$	0.90	\$	0.68		
Class A weighted average common stock outstanding - basic		64,438,168		56,914,370		64,441,324		56,079,923		
Class C net income per share - basic	\$	0.59	\$	0.43	\$	0.90	\$	0.68		
Class C weighted average common stock outstanding - basic		1,689,805		2,061,569	_	1,692,360		2,151,111		
Diluted net income per share										
Class A net income per share - diluted	\$	0.58	\$	0.42	\$	0.89	\$	0.67		
Class A weighted average common stock outstanding - diluted	<u> </u>	65,564,817	<u> </u>	58,173,624	<u> </u>	65,763,523	<u> </u>	57,444,069		
Class C net income per share - diluted	\$	0.58	\$	0.42	\$	0.89	\$	0.67		
Class C weighted average common stock outstanding - diluted	·	1,689,805	<u> </u>	2,061,569		1,692,360		2,151,111		

(A) Depreciation and amortization expense includes depreciation of equipment under lease of \$13.0 million and \$24.9 million for the three and six months ended June 30, 2024, respectively, and \$8.2 million and \$15.4 million for the three and six months ended June 30, 2023, respectively.

Condensed Consolidated Statements of Cash Flows

UNAUDITED In millions

		Three Months Ended			Six Months Ended			
	June	30, 2024	June 30, 2023	June 30, 2024	June 30, 2023			
OPERATING ACTIVITIES								
Net income	\$	54.5	\$ 36.8	\$ 83.0	\$ 57.2			
Adjustments to reconcile net income to net cash provided by operating activities								
Depreciation and amortization		69.7	50.0	135.8	97.6			
Equity-based compensation expense		14.3	13.1	37.1	34.0			
Revaluation of contingent liabilities		0.3	5.6	2.4	12.6			
Unrealized (gain) loss on investments in securities		0.2	-	(10.8)	(8.9)			
Change in TRA liability		3.6	0.8	4.8	1.3			
Amortization of capitalized financing costs		2.0	2.0	4.1	4.1			
Provision for bad debts		2.1	2.3	3.9	5.5			
Deferred income taxes		(9.3)	(2.8)	(9.3)	(8.4)			
Unrealized foreign exchange gains		(0.4)	-	(1.8)	_			
Other noncash items		(0.5)	-	(1.6)	0.3			
Settlement activity, net		4.3	-	(54.0)	_			
Payments on contingent liabilities in excess of initial fair value		_	_	(0.3)	-			
Change in other operating assets and liabilities		(24.7)	(15.9)	(20.5)	(24.0)			
Net cash provided by operating activities		116.1	91.9	172.8	171.3			
INVESTING ACTIVITIES								
Acquisitions, net of cash acquired		(301.4)	(35.1)	(301.4)	(36.3)			
Acquisition of equipment to be leased		(22.0)	(22.3)	(46.4)	(37.0)			
Capitalized software development costs		(16.8)	(7.2)	(31.5)	(17.9)			
Acquisition of property, plant and equipment		(2.2)	(3.4)	(3.5)	(6.1)			
Residual commission buyouts		(0.4)	(6.6)	(1.3)	(8.7)			
Purchase of intangible assets		_	(2.0)	-	(2.0)			
Proceeds from sale of investments in securities		1.0	_	2.6	_			
Net cash used in investing activities		(341.8)	(76.6)	(381.5)	(108.0)			
FINANCING ACTIVITIES								
Repurchases of Class A common stock		(15.9)	(96.8)	(15.9)	(96.8)			
Payments for withholding tax related to vesting of restricted stock units		(2.1)	(10.4)	(11.2)	(15.7)			
Payments on contingent liabilities		(0.8)	(0.2)	(0.9)	(0.5)			
Distributions to noncontrolling interests		(1.7)	(0.8)	(2.0)	(2.2)			
Net change in bank deposits		(50.5)	-	(70.8)	_			
Net cash used in financing activities		(71.0)	(108.2)	(100.8)	(115.2)			
Effect of exchange rate changes on cash and cash equivalents and restricted cash		(2.5)	0.3	(9.0)	0.7			
Change in cash and cash equivalents and restricted cash		(299.2)	(92.6)	(318.5)	(51.2)			
Cash and cash equivalents and restricted cash, beginning of period		702.5	817.9	721.8	776.5			
Cash and cash equivalents and restricted cash, end of period (A)	\$	403.3	\$ 725.3	\$ 403.3	\$ 725.3			

(A) The ending balance as of June 30, 2024 includes \$123.5 million of settlement-related cash included within Settlement assets on the Consolidated Balance Sheet.

Reconciliations of Gross Revenue to Gross Profit and Gross Profit to Gross Revenue Less Network Fees

UNAUDITED

		Three Mor	nths Ended	Six Months Ended			
	June	30, 2024	June 30, 2023	June 30, 2024		Jun	e 30, 2023
Payments-based revenue	\$	755.8	\$ 600.1	Ś	1,410.9	\$	1,111.1
Subscription and other revenues	Ŧ	71.2	36.9		123.5	Ţ	72.9
GROSS REVENUE		827.0	637.0		1,534.4		1,184.0
Less: Network fees		(506.4)	(408.9)		(950.1)		(755.9)
Less: Other costs of sales (exclusive of depreciation of equipment under lease)	(88.8)		(61.2)		(164.7)		(115.8)
		231.8	166.9		419.6		312.3
Less: Depreciation of equipment under lease		(13.0)	(8.2)		(24.9)		(15.4)
GROSS PROFIT	\$	218.8	\$ 158.7	\$	394.7	\$	296.9
GROSS PROFIT	\$	218.8	\$ 158.7	\$	394.7	\$	296.9
Add back: Other costs of sales		88.8	61.2		164.7		115.8
Add back: Depreciation of equipment under lease		13.0	8.2		24.9		15.4
GROSS REVENUE LESS NETWORK FEES	\$	320.6	\$ 228.1	\$ 584.3		\$	428.1

	Q2 2020	Q2 2021	Q2 2022	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024
Payments-based revenue	\$ 121.2	\$ 324.8	\$ 473.9	\$ 600.1	\$ 626.9	\$ 648.0	\$ 655.1	\$ 755.8
Subscription and other revenues	20.6	26.2	32.8	36.9	48.5	57.4	52.3	71.2
GROSS REVENUE	141.8	351.0	506.7	637.0	675.4	705.4	707.4	827.0
Less: Network fees	(74.4)	(214.7)	(324.1)	(408.9)	(432.4)	(436.1)	(443.7)	(506.4)
Less: Other costs of sales (exclusive of depreciation of equipment under lease)	(35.8)	(58.2)	(76.8)	(61.2)	(62.7)	(74.1)	(75.9)	(88.8)
	31.6	78.1	105.8	166.9	180.3	195.2	187.8	231.8
Less: Depreciation of equipment under lease		(5.1)	(7.4)	(8.2)	(9.3)	(10.6)	(11.9)	(13.0)
GROSS PROFIT	\$ 31.6	\$ 73.0	\$ 98.4	\$ 158.7	\$ 171.0	\$ 184.6	\$ 175.9	\$ 218.8
GROSS PROFIT	\$ 31.6	\$ 73.0	\$ 98.4	\$ 158.7	\$ 171.0	\$ 184.6	\$ 175.9	\$ 218.8
Add back: Other costs of sales	35.8	58.2	76.8	61.2	62.7	74.1	75.9	88.8
Add back: Depreciation of equipment under lease		5.1	7.4	8.2	9.3	10.6	11.9	13.0
GROSS REVENUE LESS NETWORK FEES	\$ 67.4	\$ 136.3	\$ 182.6	\$ 228.1	\$ 243.0	\$ 269.3	\$ 263.7	\$ 320.6

Reconciliations of Net Income to Non-GAAP Adjusted EBITDA and Net Income to Non-GAAP Adjusted Net Income

UNAUDITED

In millions, except share and per share data

	C	22 2023	Q3 2023	c	24 2023	c	Q1 2024	c	Q2 2024
NET INCOME	\$	36.8	\$ 46.5	\$	19.2	\$	28.5	\$	54.5
Interest expense		8.0	8.0		8.0		8.1		8.1
Interest income		(8.8)	(9.6)		(5.9)		(5.4)		(5.0)
Income tax expense (benefit)		(3.3)	0.9		2.6		1.4		(1.8)
Depreciation and amortization expense		50.0	55.1		61.9		66.1		69.7
EBITDA	\$	82.7	\$ 100.9	\$	85.8	\$	98.7	\$	125.5
Acquisition, restructuring and integration costs		5.8	 3.2		15.0		4.0		13.7
Revaluation of contingent liabilities		5.6	8.9		1.6		2.1		0.3
Impairment of intangible assets		-	-		18.6		_		-
Unrealized gain on investments in securities		-	(2.6)		(0.7)		(11.0)		0.2
Change in TRA liability		0.8	1.5		0.6		1.2		3.6
Equity-based compensation expense		13.7	12.6		11.6		23.2		14.5
Foreign exchange and other nonrecurring items		1.4	_		3.6		3.5		4.6
ADJUSTED EBITDA	\$	110.0	\$ 124.5	\$	136.1	\$	121.7	\$	162.4
ADJUSTED EBITDA	\$	110.0	\$ 124.5	\$	136.1	\$	121.7	\$	162.4
GROSS REVENUE LESS NETWORK FEES	\$	228.1	\$ 243.0	\$	269.3	\$	263.7	\$	320.6
ADJUSTED EBITDA MARGIN (A)		48 %	51 %		51 %		46 %		51 %
NET INCOME	\$	36.8	\$ 46.5	\$	19.2	\$	28.5	\$	54.5
GROSS PROFIT	\$	158.7	\$ 171.0	\$	184.6	\$	175.9	\$	218.8
NET INCOME DIVIDED BY GROSS PROFIT (B)		23 %	27 %		10 %		16 %		25 %

(A) Represents Adjusted EBITDA divided by gross revenue less network fees.

(B) Represents a margin calculated using the nearest comparable GAAP figures to Adjusted EBITDA and Gross revenue less network fees. The Company does not utilize this margin to assess the performance of its business.

RECONCILIATION OF NET INCOME TO ADJUSTED NET INCOME

	Q2 2023	Q2 2023 Q3 2023		Q4 2023		Q1 2024		Q2 2024	
NET INCOME (A)	\$ 36.8	\$	46.5	\$	19.2	\$ 28	.5	\$	54.5
ADJUSTMENTS:									
Acquisition, restructuring and integration costs	5.8		3.2		15.0	4	.0		13.7
Revaluation of contingent liabilities	5.6		8.9		1.6	2	.1		0.3
Impairment of intangible assets	-		_		18.6		_		-
Unrealized gain on investments in securities	-		(2.6)		(0.7)	(11	.0)		0.2
Change in TRA liability	0.8		1.5		0.6	1	.2		3.6
Equity-based compensation expense	13.7		12.6		11.6	23	.2		14.5
Foreign exchange and other nonrecurring items	1.4		_		3.6	3	.5		4.6
Tax impact of adjustments	(0.7)		(0.6)		(1.0)	(1	.0)		(2.3)
ADJUSTED NET INCOME (A)	\$ 63.4	\$	69.5	\$	68.5	\$ 50	.5	\$	89.1

RECONCILIATION OF NET INCOME PER DILUTED SHARE TO ADJUSTED NET INCOME PER SHARE

	Q	2 2023	C	3 2023	c	4 2023	Q1	2024	a	2 2024
NET INCOME PER DILUTED SHARE (A)	\$	0.42	\$	0.55	\$	0.21	\$	0.31	\$	0.58
ADJUSTMENTS, NET OF TAX:										
Acquisition, restructuring and integration costs		0.07		0.04		0.16		0.04		0.14
Revaluation of contingent liabilities		0.07		0.10		0.02		0.02		-
Impairment of intangible assets		-		-		0.21		_		-
Unrealized gain on investments in securities		-		(0.03)		(0.01)		(0.12)		-
Change in TRA liability		0.01		0.02		0.01		0.01		0.04
Equity-based compensation expense		0.15		0.14		0.12		0.24		0.15
Foreign exchange and other nonrecurring items		0.02		-		0.04		0.04		0.05
ADJUSTED NET INCOME PER SHARE (B)	\$	0.74	\$	0.82	\$	0.76	\$	0.54	\$	0.96

(A) Net income per diluted share for Q2 2024 is calculated using weighted average fully diluted shares of 67.3 million using the Treasury Stock Method in accordance with U.S. GAAP. (B) Adjusted net income per share for Q2 2024 is calculated using total shares of 92.8 million, which includes weighted average Class A, Class B and Class C shares of 64.4 million, 23.8 million, and 1.7 million, respectively, of which the Class B and Class C shares are exchangeable/convertible into shares of Class A common stock, and 2.9 million unvested Restricted Stock Units as of June 30, 2024, for which new Class A shares will be issued upon vesting.

Reconciliation of Net Cash Provided by Operating Activities to Free Cash Flow and Adjusted Free Cash Flow

	Three Months Ended												
In millions, except share and per share data	June 30, 2023		September 30, 2023		December 31, 2023			March 31, 2024	June 30, 2024				
NET CASH PROVIDED BY OPERATING ACTIVITIES	\$	91.9	\$	111.7	\$	105.3	\$	56.7	\$	116.1			
Capital expenditures (A)		(32.9)		(42.3)		(32.3)		(40.4)		(41.0)			
FREE CASH FLOW		59.0		69.4		73.0		16.3		75.1			
ADJUSTMENTS:													
Settlement activity, net (B)		-		-		(42.3)		58.3		(4.3)			
Payments on contingent liabilities in excess of initial fair value (C)		-		2.8		15.0		0.3		_			
Acquisition, restructuring and integration costs		5.8		2.7		14.7		5.3		6.6			
Bonus timing, nonrecurring strategic capital expenditures, and other (D)		(0.4)		0.6		14.9		(2.0)		(1.4)			
ADJUSTED FREE CASH FLOW	\$	64.4	\$	75.5	\$	75.3	\$	78.2	\$	76.0			

(A) Capital expenditures include acquired equipment to be leased, capitalized software development costs and acquired property, plant and equipment.

(B) Beginning in Q4 2023, amounts represent the fluctuation in the cash portion of Settlement assets related to our international business.

(C) Payments on contingent liabilities in excess of the fair value estimated upon acquisition are classified as operating activities in the Statements of Cash Flows. Given these amounts are directly related to acquisitions, we have excluded them from the calculation of Adjusted Free Cash Flow.

(D) For the three months ended June 30, 2024, adjustments consisted of (\$3.8) million of adjustments for bonus timing and other nonrecurring items, offset by \$2.4 million related to cash paid toward the upgrade of our internal IT systems.

Reconciliation of Shares

UNAUDITED

	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024
BEGINNING BALANCE					
Class A Shares	56,770,614	56,467,133	56,544,839	60,664,171	60,815,224
Class B Shares	24,162,351	23,831,883	23,831,883	23,831,883	23,831,883
Class C Shares	2,090,706	1,759,273	1,759,273	1,694,915	1,694,915
TOTAL SHARES OUTSTANDING - BEGINNING	83,023,671	82,058,289	82,135,995	86,190,969	86,342,022
ACTIVITY					
Shares Issued / Restricted Stock Units ("RSUs") Vested	549,618	77,706	4,203,285	151,053	1,272,448
Class B Shares Converted	330,468	-	-	-	80,915
Class C Shares Converted	331,433		64,358		29,061
TOTAL CLASS A SHARES ISSUED	1,211,519	77,706	4,267,643	151,053	1,382,424
CLASS A SHARES REPURCHASED AND RETIRED DURING THE QUARTER	(1,515,000)		(148,311)		(230,400)
Class A Shares	56,467,133	56,544,839	60,664,171	60,815,224	61,967,248
Class B Shares	23,831,883	23,831,883	23,831,883	23,831,883	23,750,968
Class C Shares	1,759,273	1,759,273	1,694,915	1,694,915	1,665,854
TOTAL SHARES OUTSTANDING - ENDING	82,058,289	82,135,995	86,190,969	86,342,022	87,384,070
Committed but Unissued Shares - Finaro Acquisition (A)			3,723,809	3,723,809	2,448,896
Unvested RSUs - Acquisition-related awards	158,825	158,825	31,296	513,717	508,037
Unvested RSUs - Ongoing compensation	1,337,581	1,178,177	1,002,254	1,266,146	1,212,531
Unvested RSUs - One-time discretionary awards (B)	1,397,637	1,356,976	1,311,660	1,259,239	1,184,438
Contribution from Founder (B)	(698,819)	(678,488)	(655,830)	(629,620)	(592,219)
FULLY DILUTED SHARES OUTSTANDING	84,253,513	84,151,485	91,604,158	92,475,313	92,145,753
EQUITY-BASED COMPENSATION EXPENSE INCURRED ON:	Twelve Months Ended 6/30/23	Twelve Months Ended 9/30/23	Twelve Months Ended 12/31/23	Twelve Months Ended 3/31/24	Twelve Months Ended 6/30/24
One-time awards issued at IPO	\$ 10.0	\$ 6.6	\$ 4.4	\$ 2.1	\$ —

тот	AL EQUITY-BASED COMPENSATION EXPENSE	\$	58.5	\$ 58.8	\$ 59.	1 \$ 61.1	\$ 61.9
	One-time discretionary awards		11.7	12.4	12.	9 12.4	11.7
	Ongoing compensation		32.5	34.9	37.	7 41.0	43.1
	Acquisition-related awards		4.3	4.9	4.:	1 5.6	7.1
	One-time awards issued at IPO	Ş	10.0	\$ 6.6	ο Ş 4.4	4 \$ 2.1	ş —

(A) Represents shares to be issued in connection with the Finaro transaction.

(B) In Q4 2021, the Company implemented a one-time discretionary equity award program for non-management employees. The Company's Founder and CEO, Jared Isaacman, will fund half of this program through a contribution of the Founder's Class B and/or Class C shares.