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# First U.S.-Based Publicly Traded Independent Music Company

### Leading, diversified music publishing and recorded music business

- · Vast collection of iconic hits across genre, geography, and time period
- Focused on acquiring catalogs with hit songs and building portfolio diversification
- Investing in frontline songwriters and artists with potential for success
- Network of joint venture, administration and distribution partners worldwide

### Highly accomplished, respected and award-winning platform

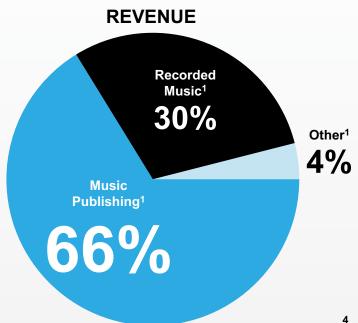
- Music Week Awards' Independent Publisher of the Year 2020 & 2022
- Music Business Worldwide's The A&R Awards' Publisher of the Year 2017 & 2019
- 18 Songwriters Hall of Fame inductions

## First female founded and led publicly traded music company in the U.S., led by Golnar Khosrowshahi

- Fast Company's Most Creative People In Business 2023
- Music Week's International Woman of the Year 2023
- Billboard's Women In Music Executive of the Year 2022
- Supported by a highly experienced team of music professionals with decades of experience at major music companies such as Universal, Warner, and Sony

### **KEY FACTS**

- NASDAQ: RSVR \$7.13 (at 12/31/23)
- Market Cap: \$462M (at 12/31/23)
- Fiscal Year End: Mar 31<sup>st</sup>
- Shares Outstanding: 65M
- 150K+ Copyrights
- 36K+ master recordings
- Offices in NYC (HQ), LA, Nashville, London, Toronto, & Abu Dhabi



R

<sup>1</sup> Trailing twelve-month revenue ended 12-31-23

## **Compelling Investment Highlights**

## **Leading Independent Music Company With Proven Platform**

- \$938M of invested capital since inception<sup>1</sup>
- \$770M of that amount in acquisitions of catalogs and companies
- \$168M of that amount in futures spend with enhanced risk/return profile vs. traditional catalog music

### **Proven M&A Platform**

- Strong track record, trusted partner to artist community and caretaker of legacy assets
- Deal pipeline includes 120+ potential targets worth \$2B+ as of 12-31-23

## Competitive Advantages & Value Enhancement Capabilities

- Value enhancement efforts lead to industry outgrowth
- Experienced creative team with stellar reputation among artists and key players in the music industry

# Evergreen Catalog & Contemporary Hits

- 150K+ copyrights and 36K+ masters
- 130+ active songwriters and frontline artists
- 90% of publishing & 100% of recording gross profit is Life of Copyright<sup>3</sup>

## **Growing Industry, Supported By Powerful Secular Tailwinds**

- Supported by rise of digital, streaming, emerging markets, and expansion of emerging music monetization platforms
- Music industry projected to grow over 7% per year through 2030<sup>2</sup>

## Strong Growth & Operating Leverage Model

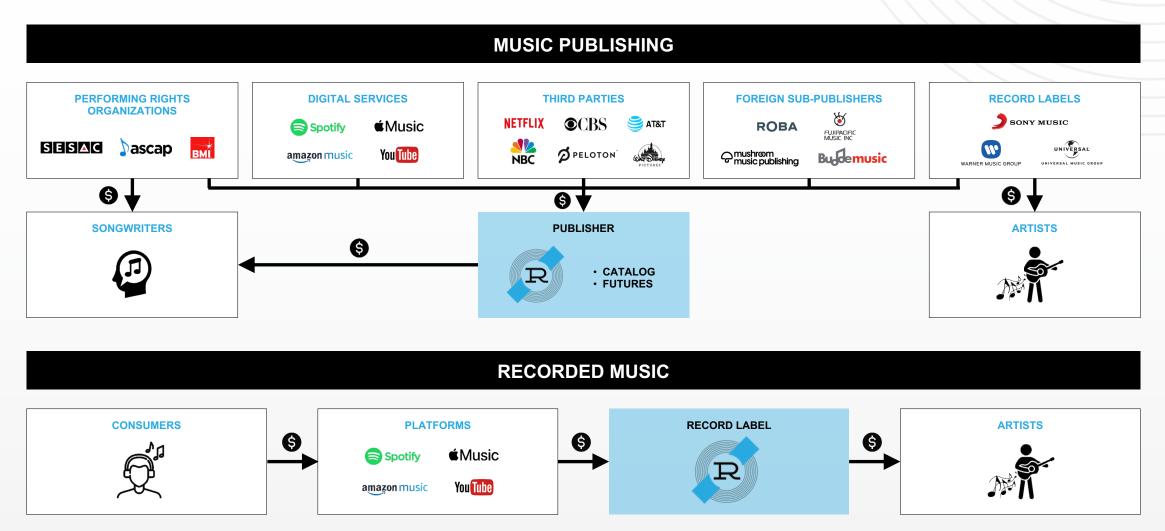
- Expected to outgrow music industry fundamentals
- Significant operating leverage opportunity as company scales

<sup>1</sup> As of 12-31-23

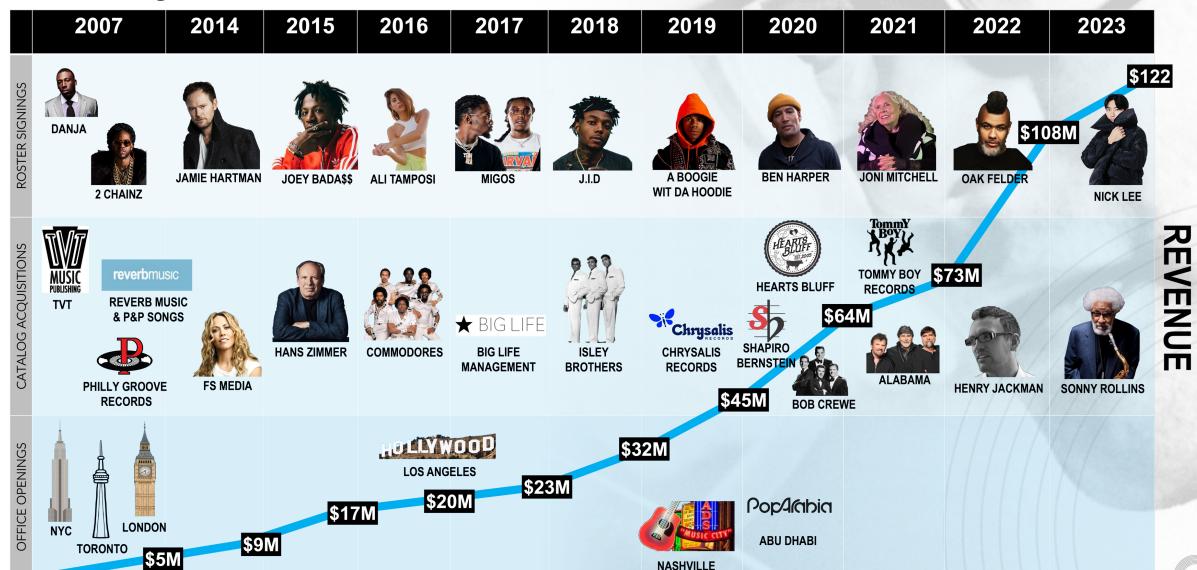
<sup>&</sup>lt;sup>2</sup> Wall Street Research

<sup>&</sup>lt;sup>3</sup> Based on 80% of LTM as of 03/31/23 Net Publisher Share (NPS) and Net Label Share (NLS)

### Music 101



## **History of Growth**



**NASHVILLE** 

## Music Publishing Segment Overview

Music Publishing represented Reservoir's primary focus from its 2007 inception until its large-scale step towards building its Recorded Music business in 2019 with the acquisition of Chrysalis Records.



No Musical Composition Accounts for > 2% **OF REVENUE** 

97% of Catalog has a Retention Date of **YEARS** with 90% for Life of Copyright<sup>1</sup>

DIVERSIFIED BY ....

### **CATALOG EXAMPLES**

#### Legacy:

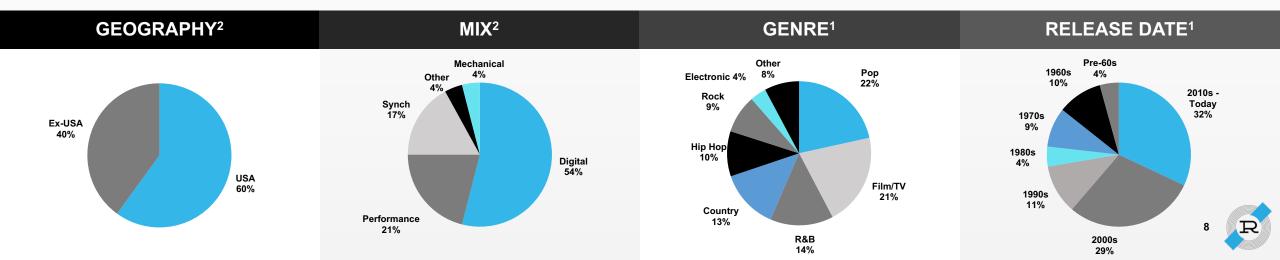
- Joni Mitchell
- · The Isley Brothers
- John Denver
- Billy Strayhorn
- Commodores

### **Active Songwriters:**

- · Offset (Migos)
- Ali Tamposi
- 2 Chainz
- · Oak Felder
- Jamie Hartman

<sup>1</sup> Based on 80% of LTM Net Publisher Share (NPS) as of 06-30-23

<sup>2</sup> Trailing twelve-month revenue ended 12-31-23



## Music Publishing Top 10 Songs by NPS<sup>1</sup>



"It's Your Thing" The Islev **Brothers** 1.7%, (1969)



"Lady Marmalade" Labelle 1.2%, (1974)



"Take Me Home, **Country Roads**" John Denver 1.0%, (1971)



"Ring of Fire" Johnny Cash 0.9%, (1963)



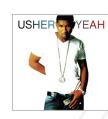




"Somebody To Love" Jefferson Airplane 0.6%, (1970)



"Disco Inferno" The Trammps 0.6%, (1976)



"Yeah!" Usher 0.6%, (2004)





"Bring Me To Life" Evanescence



"Gimme More" **Britney Spears** 0.6%, (2007)

**1,215 Songs Account For** 

80% of LTM NPS

with No Song Accounting For More Than 2% of LTM NPS

## Recorded Music Segment Overview

Reservoir's first foray into the recorded music business initially was in 2012 with the acquisition of Philly Groove. Reservoir expanded its recorded music segment through the acquisition of Blue Raincoat (incl. Chrysalis Records) in 2019 and Tommy Boy Music in 2021.

36K+
SOUND RECORDING
COPYRIGHTS

(I.E. "Master" Recordings)

100%
OWNERSHIP
of Each Master
Recording Typically

### **CATALOG EXAMPLES**

#### Legacy:

- De La Soul
- Sinéad O'Connor
- Naughty by Nature
- Generation X (Billy Idol)
- The Delfonics
- Emeli Sandé
  - William The Conqueror

**Active Recording** 

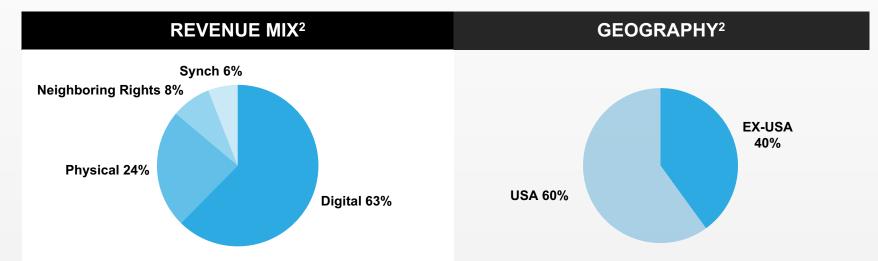
<sup>1</sup> Based on 80% of LTM Net Label Share (NLS) as of 06-30-23 excluding "Gangsta's Paradise" <sup>2</sup> Trailing twelve-month revenue ended 12-31-23

**Artists:** 

Ben Harper

Liz Phair

Laura Marling





## Recorded Music Top 10 Songs by NLS<sup>1</sup>

GOOL







"Jump Around" House of Pain 3.9%, (1992)





"Dancing With Myself Generation X 1.5%, (1980)



"What It's Like" Everlast 1.4%, (1998)

5



"Nothing Compares 2 U" Sinéad O'Connor 1.4%, (1990)



"I'd Love to Change the World" Ten Years After 1.1%, (1971)



"Fantastic Voyage" Coolio 1.0%, (1994)



"Monster Mash" Bobby Pickett and The Crypt-Kickers 1.0%, (1962)

9



"Between the Sheets" The Isley Brothers 0.9%, (1983)



"It's a Great Day To Be Alive" Travis Tritt 0.9%, (2000)

**286 Recordings Account For** 

80% of LTM NLS

and 100% are Owned for the Life of the Copyright

## **Growth Drivers**

STRONG SECULAR TAILWINDS

VALUE ENHANCEMENT INITIATIVES

PROVEN M&A PLATFORM & NEW SIGNINGS

OPERATING LEVERAGE & CASH FLOW GENERATION

## Music Industry: Strong Secular Tailwinds



Rise of Digital & Availability of Streaming

Digital Revenue CAGR: 11% (2023-2030)



**Growth Of Paid Streaming Subscribers** 

Paid Subs CAGR: 9% (2023-2030)



**Growth Of Streaming In Emerging Markets** 

EM paid subscribers to go from making up 43% of all paid subscribers up to 52% by 2030









**Expansion of Music Monetization Platforms** 







### Increased Government Intervention

To curb piracy and improve monetization rates for content owners





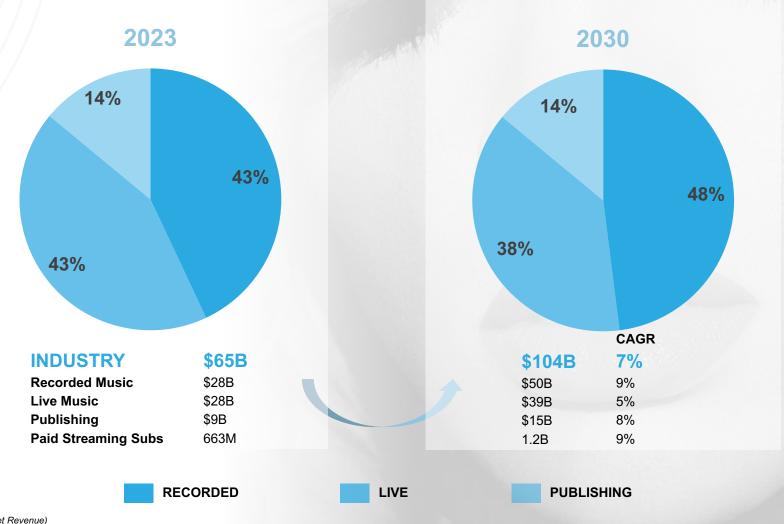


Recovery In Process Across Impacted Royalty Streams

(Gym/Bars/Restaurants, Synch, Music Releases, Live Music)



## Music Industry: Strong Growth Forecasted



## **Value Enhancement Initiatives**

### **VALUE ENHANCEMENT** Placement of musical compositions into television, film, **SYNCHRONIZATION** advertisements, gaming platforms, and toys Digital licensing partnerships with content platforms and inhome fitness brands **DIGITAL LICENSING** TikTok D PELOTON RQBLOX Representation on industry boards advocating for creators **SETTLEMENTS** generates settlements from past infringement and enables collaboration on mechanisms for future licensing SAMPLING, COVERS, Extract additional value from high-quality catalogs with **INTERPOLATIONS, REMIXES** proactive pitching Development of interactive university courses to enhance **EDUCATIONAL INITIATIVES** brand exposure

# Organic growth outpaces industry growth

RSVR 5-Year Revenue CAGR<sup>1</sup>

13%

Industry<sup>2</sup>
9%

Organic Revenue over Fiscal 2018-2023

<sup>&</sup>lt;sup>2</sup> Wall Street Research

# Value Enhancement Examples & Industry Advocacy

### Top Synch Highlights<sup>1</sup>



"Let There Be Love" – Peggy Lee

"The Best" -

**Tina Turner** 



"Luna Mezzo Mare" – Paolo Citarella



"Come Baby Come" – K7



"Change" – Mavis Staples

Totaling \$1.1 M IN LICENSING

### **Industry Advocate & Leader**





















\$13M

**GENERATED IN SETTLEMENT PAYMENTS**Over the Past Five Years (FY19-FY23)



# **3** Proven M&A Platform

232 New Deals Considered In FY2023

97 OFFERS MADE

42%

**60 DEALS INTO EXCLUSIVITY** 

26%

**55 DEALS CLOSED** 

24%

\$770M

CAPITAL

DEPLOYED

since inception<sup>1</sup>

91%
of GROSS
PROFIT & COST
SYNERGIES
FLOW to EBITDA<sup>2</sup>

12%
UNLEVERED IRR
since 2007<sup>3</sup>

120+

**M&A TARGETS IN CURRENT PIPELINE AS OF 12-31-23** 

Totaling

\$2B+

<sup>&</sup>lt;sup>1</sup> As of 12-31-23

<sup>&</sup>lt;sup>2</sup> For the period FY18-FY2

<sup>&</sup>lt;sup>3</sup> IRR represents a net return on invested capital since inception (2007) by the majority shareholder marking the investment to market upon close of SPAC merger

### **Proven M&A Platform**

| VALUE ENHANCEMENT LEADS TO BOUGHT-DOWN MULTIPLES |                |                       |                        |                     |                      |  |  |  |
|--|----------------|-----------------------|------------------------|---------------------|----------------------|--|--|--|
| Date   | Purchase Price | NPS/NLS<br>(At Close) | Multiple<br>(At Close) | NPS/NLS<br>(FY2023) | Multiple<br>(FY2023) |  |  |  |
| 2021   | \$ 101.3       | \$ 5.5                | 18.3 x                 | \$ 9.0              | 11.2 x               |  |  |  |
| 2020   | \$ 61.4        | \$ 3.6                | 17.0 x                 | \$ 4.2              | 14.8 x               |  |  |  |
| 2020   | \$ 60.2        | \$ 3.2                | 18.8 x                 | \$ 2.9              | 20.7 x               |  |  |  |
| 2019   | \$ 50.1        | \$ 3.5                | 14.5 x                 | \$ 7.6              | 6.6 x                |  |  |  |
| 2014   | \$ 44.0        | \$ 4.3                | 10.3 x                 | \$ 4.5              | 9.8 x                |  |  |  |
| 2018   | \$ 30.7        | \$ 2.5                | 12.4 x                 | \$ 3.7              | 8.3 x                |  |  |  |
| 2021   | \$ 16.8        | \$ 1.0                | 17.1 x                 | \$ 1.2              | 14.5 x               |  |  |  |
| 2020   | \$ 16.4        | \$ 1.3                | 13.0 x                 | \$ 1.2              | 13.1 x               |  |  |  |
| 2021   | \$ 13.7        | \$ 0.8                | 18.1 x                 | \$ 0.8              | 17.1 x               |  |  |  |
| 2012   | \$ 11.0        | \$ 0.9                | 12.0 x                 | \$ 1.0              | 11.6 x               |  |  |  |
| 2021   | \$ 9.5         | \$ 0.6                | 16.1 x                 | \$ 0.6              | 14.7 x               |  |  |  |
| 2022   | \$ 9.4         | \$ 0.6                | 16.8 x                 | \$ 0.7              | 12.9 x               |  |  |  |
| 2010   | \$ 8.4         | \$ 1.5                | 5.4 x                  | \$ 2.2              | 3.7 x                |  |  |  |
| 2017   | \$ 7.8         | \$ 0.6                | 13.3 x                 | \$ 0.6              | 13.7 x               |  |  |  |
| 2021   | \$ 6.7         | \$ 0.4                | 15.9 x                 | \$ 0.6              | 11.0 x               |  |  |  |
| 2020   | \$ 6.0         | \$ 0.4                | 16.0 x                 | \$ 0.5              | 11.6 x               |  |  |  |

15.7x

WEIGHTED AVERAGE ENTRY MULTIPLE

3.2x

WEIGHTED AVERAGE REDUCTION IN MULTIPLE



## **New Roster Signings**

Advance funds to established songwriters who are then under exclusive contract to create music with the benefit of long-term ownership.

\$168M+

3 YEAR

TYPICAL TERM CONTRACT

ALL
SIGNIFICANT WRITER SIGNINGS
HAVE POSITIVE IRR2

20.2% WEIGHTED AVERAGE IRR<sup>2</sup>

### **NOTABLE SIGNINGS**

Ali Tamposi

Oak Felder

Offset

Jamie Hartman

2 Chainz

A Boogie Wit Da Hoodie

Steph Jones

Joyner Lucas

# PARTNERED WITH SONGWRITERS BEHIND HITS BY TODAY'S BIGGEST ARTISTS INCLUDING

Justin Bieber

Ariana Grande

Ed Sheeran

Dua Lipa





## **New Roster Signings**

|      | FUTURES BASED INVESTMENTS LEAD TO HIGH IRR |                      |                     |                      |       |  |  |  |  |
|------|--|----------------------|---------------------|----------------------|-------|--|--|--|--|
| Date | Advances                                   | Recouped<br>(FY2023) | NPS/NLS<br>(FY2023) | Multiple<br>(FY2023) | IRR   |  |  |  |  |
| 2016 | \$ 14.2                                    | 50%                  | \$ 0.6              | 12.1 x               | 12.7% |  |  |  |  |
| 2017 | \$ 13.7                                    | 82%                  | \$ 0.6              | 3.8 x                | 33.6% |  |  |  |  |
| 2019 | \$ 9.0                                     | 71%                  | \$ 0.2              | 11.4 x               | 20.1% |  |  |  |  |
| 2018 | \$ 8.9                                     | 35%                  | \$ 0.3              | 20.4 x               | 2.2%  |  |  |  |  |
| 2012 | \$ 8.3                                     | 88%                  | \$ 0.3              | 3.2 x                | 27.1% |  |  |  |  |
| 2014 | \$ 6.6                                     | 73%                  | \$ 0.4              | 4.3 x                | 50.3% |  |  |  |  |
| 2011 | \$ 6.5                                     | 100%                 | \$ 0.0              | N/A                  | 0.8%  |  |  |  |  |
| 2019 | \$ 4.8                                     | 29%                  | \$ 0.1              | 23.0 x               | 10.5% |  |  |  |  |
| 2018 | \$ 3.3                                     | 100%                 | \$ 0.0              | 0.0 x                | 36.3% |  |  |  |  |
| 2021 | \$ 3.1                                     | 0%                   | N/A                 | N/A                  | 37.3% |  |  |  |  |
| 2020 | \$ 3.0                                     | 35%                  | \$ 0.1              | 30.1 x               | 3.2%  |  |  |  |  |
| 2015 | \$ 2.8                                     | 70%                  | \$ 0.1              | 13.8 x               | 18.5% |  |  |  |  |
| 2021 | \$ 2.5                                     | 32%                  | \$ 0.1              | 14.5 x               | 12.1% |  |  |  |  |
| 2020 | \$ 2.5                                     | 55%                  | \$ 0.1              | 12.3 x               | 9.5%  |  |  |  |  |

9.8x

EFFECTIVE CURRENT MULTIPLE

20.2% IRR

ON SIGNIFICANT WRITER SIGNINGS

As of 03-31-23, writer and artist signings with more than \$2.5M invested

IRRs based on actual performance to date and projected performance through end of deal

<sup>2011</sup> deal for \$6.5m recouped and futures created during deal were purchased

<sup>2018</sup> deal for \$8.9m includes reverting NPS, added pro-forma above, to be coming into the deal in the coming years

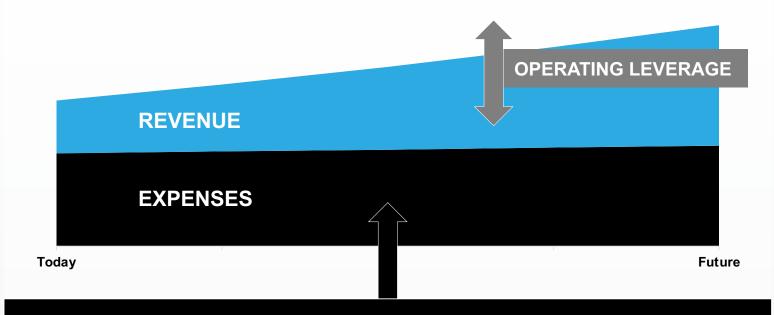
<sup>2021</sup> deal for \$3.1m is a masters net profit-based deal

<sup>2019</sup> deal for \$9.0m, 2012 deal for \$8.3m, 2019 deal for \$4.8m, and 2021 deal for \$2.5m are all new or amended deals in Fiscal 2023



# **Operating Leverage & Cash Flow Generation**

**Core Infrastructure Provides Substantial Operating Leverage as the Business Grows** 



THREE CORE OPERATING EXPENSES GROW FAR LESS THAN NEW REVENUE

CORPORATE

Leadership, Finance, and M&A

**ADMINISTRATION** 

Royalty Admin, Copyright, etc.

VALUE ENHANCEMENT

Synch, Marketing, A&R (relationship)

> 91%

of Acquired Gross Profit Should Fall to Adj. EBITDA<sup>1</sup>

- Asset light model
- Limited incremental expenses needed as new catalogs are added
- Tommy Boy acquisition expanded platform in U.S. for Recorded Music



# Financials

## Q3 Fiscal Year 2024 Results

## 19% total revenue growth year-over-year

- Music Publishing revenue rose 15% year-over-year
- Recorded Music revenue increased 32% year-overyear

Raised financial outlook for fiscal year 2024, including 15% growth for Revenue and 17% growth for Adjusted EBITDA

Adj. EBITDA year-overyear growth of 25% for the quarter

### Strengthened reputation as a wellrespected caretaker of catalogs with proven record of value creation:

- Announced publishing deal with songwriter, producer, singer, and multi-instrumentalist, Theo Katzman
- Announced the co-signing of Australian singer-songwriter grentperez with Mushroom Music
- Expanded Middle East presence through a joint publishing deal with PopArabia for the catalog and future works of Lebanese star and "Queen of Arab Pop" Nancy Ajram



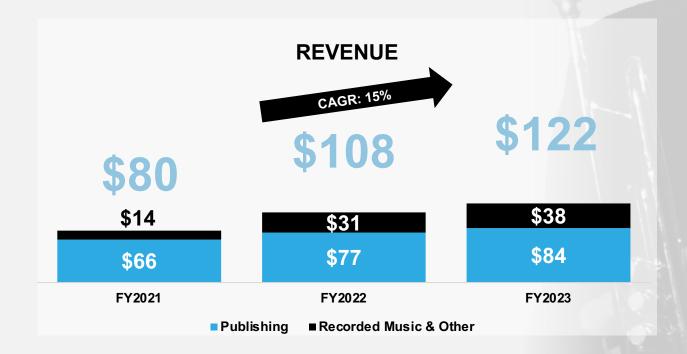
### **ADJUSTED EBITDA (\$M)**





# Strong Growth Track Record & Forecast – Raised Fiscal Year 2024 Outlook

| (\$ in millions) | Current Fiscal 2024 Outlook | Growth (at mid-point) |  |  |
|------------------|-----------------------------|-----------------------|--|--|
| REVENUE          | \$140 - \$142               | 15%                   |  |  |
| ADJUSTED EBITDA  | \$53 - \$55                 | 17%                   |  |  |



### **CORE DRIVERS**

- Strength & Diversity of Catalog
- Value Enhancement Success
- Strong Execution in Futures Business
- Opportunistic, Accretive M&A

## **Improving Profitability**





## Solid Balance Sheet & Strong FCF Generator



### **BALANCE SHEET METRICS**

as of 12-31-23

TOTAL DEBT: \$348M

**CASH:** \$20M

NET DEBT<sup>2</sup>: \$328M

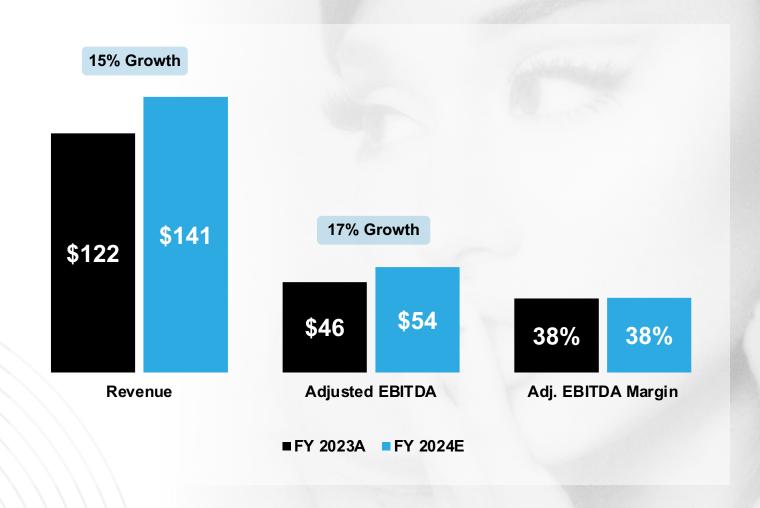
AVAILABLE DEBT: \$102M

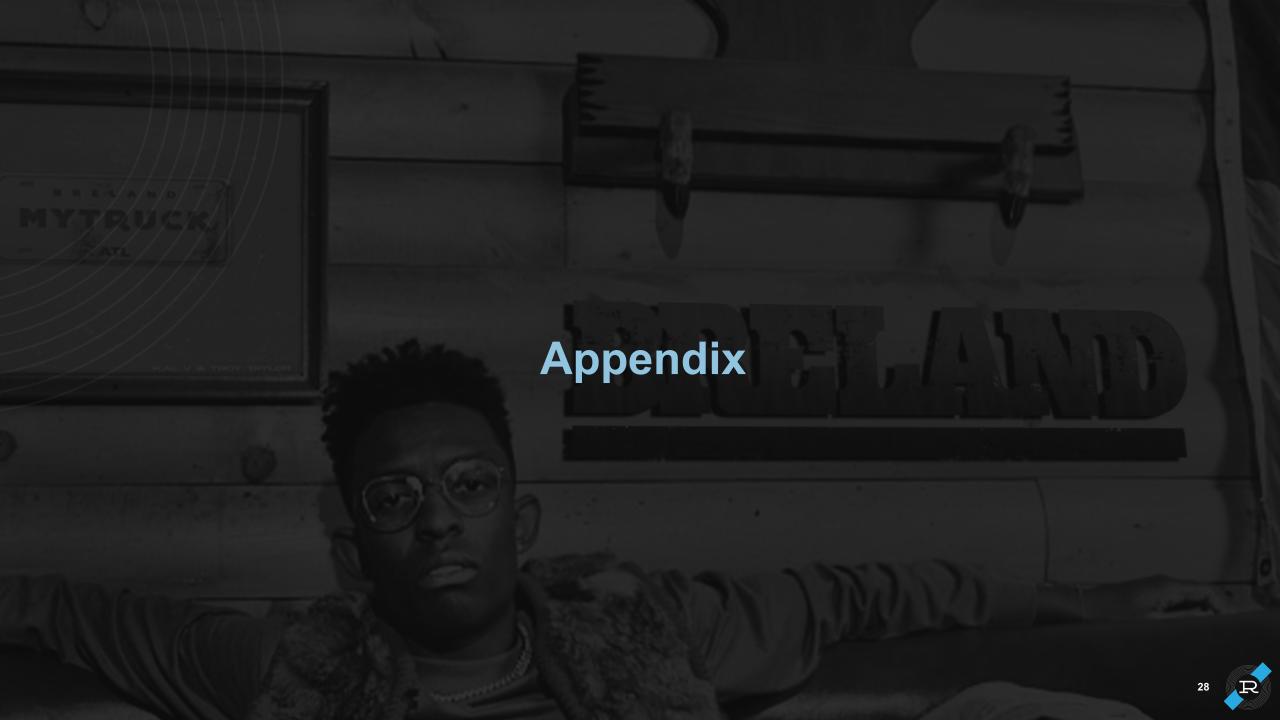


<sup>&</sup>lt;sup>1</sup> Adjusted Free Cash Flow excludes cash flow used for acquisitions and signings

<sup>&</sup>lt;sup>2</sup> Net Debt is gross debt, less deferred financing costs, less cash

## Strong Growth Outlook & Operating Leverage





## **Music Publishing 101**

### **IP RIGHTS:**

- Songs owned by publisher or songwriter
- Catalog = previously released songs
- Futures = songwriters under active contract who are writing new songs

### PROTECTED ASPECT OF WORK:

Notes & lyrics

### **RESPONSIBILITY OF PUBLISHER: Monetization & Exploitation**

- Catalog: identify high-quality legacy catalogs and acquire ownership interest in these catalogs
- **Futures**: find songwriters to sign and develop, nurture their skills and pair them with likeminded collaborators; may either have ownership interest in copyright or perform services under an administration agreement
- **Both**: pitch songs for use in film, tv, advertising, videogames, and others; license the right to use the song; collect royalty fees for usage

#### **INCOME:**

 Royalty income paid on every version of the song typically split between publisher (NPS) and songwriter (writer's share/royalties)

### **KEY CASH FLOW METRICS**

Revenue / Gross Royalties

(-) Writer Royalties

= Net Publisher Share (NPS)

(-) Operating Expenses (Artist & Repertoire, Licensing, G&A, Talent Expense)

= EBITDA

Amortization

Advances

Recoupments

Capex

### **Recorded Music 101**

### **IP RIGHTS:**

Collection of master recordings owned by a record label or performing artist

### PROTECTED ASPECT OF WORK:

· Sound recording of a composition

### **RESPONSIBILITY OF RECORD LABEL: Monetization & exploitation**

- Identify songs and work with producers and artists to create, market and promote recordings
- Manufacture and distribute physical product
- Pitch songs for use in film, TV, advertising, videogames and others; license the right to use the recording; collect royalty fees for usage
- Typically owns master recording outright

### **INCOME:**

- Royalty income paid only on specific recording of a song
- Typically split between label (NLS) and performing artist (artist royalties)

### **KEY CASH FLOW METRICS**

Revenue / Sales / Royalties

(-) Artist Royalties

(-) Manufacturing & Distribution Costs

= Net Label Share (NLS)

(-) Operating Expenses (Artist & Repertoire, Licensing, G&A, Talent Expense)

= EBITDA

**Amortization** 

Advances

Recoupments

Capex



## **RSVR Financial Model 101**

|                    | MUSIC PUBLISHING          | RECORDED MUSIC   |  |  |
|--------------------|---------------------------|--|--|--|
| REVENUE            | Revenue / Gross Royalties | Revenue / Sales / Royalties                                      |  |  |
| COST OF REVENUE    | LESS: Writer Royalties    | LESS: Artist Royalties<br>LESS: Manufacturing/Distribution Costs |  |  |
| GROSS PROFIT       | Net Publisher Share (NPS) | Net Label Share (NLS)  |  |  |
| OPERATING EXPENSES | LESS: OpEx (A&R, Licens   | ing, G&A, Talent Expense)  |  |  |
| EBITDA             | EBITDA                    |  |  |  |

# **Income Statement Highlights**

| FISCAL YEAR END: March 31(\$ in M) | 2019A | 2020A | 2021A | 2022A | 2023A |
|------------------------------------|-------|-------|-------|-------|-------|
| Publishing Revenue                 | \$43  | \$53  | \$66  | \$77  | \$84  |
| Recorded & Other Revenue           | \$2   | \$9   | \$14  | \$31  | \$38  |
| Total Revenue                      | \$45  | \$62  | \$80  | \$108 | \$122 |
| Percentage Growth YoY              | 40%   | 38%   | 29%   | 35%   | 13%   |
| Net Publisher Share                | \$24  | \$28  | \$37  | \$42  | \$45  |
| Net Label Share & Other            | \$2   | \$7   | \$10  | \$22  | \$29  |
| Gross Profit                       | \$26  | \$35  | \$47  | \$64  | \$74  |
| Gross Margin                       | 58%   | 56%   | 59%   | 59%   | 61%   |
| Adj. EBITDA                        | \$19  | \$23  | \$32  | \$41  | \$46  |
| Adj. EBITDA Margin                 | 32%   | 37%   | 40%   | 38%   | 38%   |

## **Cash Flow & Balance Sheet Highlights**

| FISCAL YEAR END: March 31 (\$ in M) | 2019A  | 2020A   | 2021A   | 2022A   | 2023A  |  |  |  |
|-------------------------------------|--------|---------|---------|---------|--------|--|--|--|
| Cash Flow Highlights                |        |         |         |         |        |  |  |  |
| Adj. EBITDA                         | \$15   | \$23    | \$32    | \$41    | \$46   |  |  |  |
| Recoupments                         | 10     | 14      | 13      | 13      | 13     |  |  |  |
| Interest, W/C Changes & Other       | (13)   | (5)     | (9)     | (14)    | (5)    |  |  |  |
| Cash From Operating (Adj. FCF)      | \$12   | \$32    | \$35    | \$40    | \$54   |  |  |  |
| Acquisitions                        | (32)   | (108)   | (119)   | (197)   | (72)   |  |  |  |
| Advances & Other                    | (18)   | (22)    | (17)    | (28)    | (23)   |  |  |  |
| Cash From Investing                 | (\$50) | (\$130) | (\$137) | (\$225) | (\$95) |  |  |  |
| Balance Sheet Highlights            |        |         |         |         |        |  |  |  |
| Ending Cash                         | \$9    | \$58    | \$9     | \$18    | \$15   |  |  |  |
| Ending Debt                         | 105    | 176     | 213     | 276     | 312    |  |  |  |
| Net Debt                            | \$96   | \$118   | \$204   | \$258   | \$297  |  |  |  |

## **Consolidated EBITDA Reconciliation**

| FISCAL YEAR END: March 31 (\$ in M)   | 2019A   | 2020A   | 2021A   | 2022A      | 2023A       |
|---------------------------------------|---------|---------|---------|------------|-------------|
| Net Income                            | \$ 3.8  | \$ 9.4  | \$ 9.3  | \$13.1     | \$2.8       |
| Adjustments                           |         | A       |         | S1000 2500 | SS 19 3 1 1 |
| Depreciation & Amortization           | 5.9     | 9.1     | 14.1    | 19.0       | 22.1        |
| Income Tax Expense / (Benefit)        | 0.5     | 4.0     | 2.1     | 4.3        | 5.6         |
| Interest Expense                      | 6.2     | 5.8     | 9.0     | 10.9       | 14.8        |
| EBITDA                                | \$ 16.4 | \$ 28.3 | \$ 34.5 | \$47.3     | \$45.2      |
| Operating Adjustments                 |         |         |         |            |             |
| Gain / Loss on Debt Extinguishment    | 0.0     | (10.6)  | 0.0     | 0.0        | 0.9         |
| Benefit of Forgiven PPP Loan          | 0.0     | 0.0     | (0.6)   | 0.0        | 0.0         |
| Exchange (Gain) / Loss                | (8.0)   | 0.1     | 0.9     | (0.3)      | (0.3)       |
| Change in Fair Value of IR Swaps      | 2.8     | 5.6     | (3.0)   | (8.6)      | (2.8)       |
| Non-cash Share-based Compensation     | 0.0     | 0.0     | 0.1     | 2.9        | 3.2         |
| Share of Earnings in Equity Affiliate | (0.0)   | (0.0)   | 0.0     | 0.0        | 0.0         |
| Adjusted EBITDA                       | \$ 18.3 | \$ 23.2 | \$ 31.9 | \$41.3     | \$46.3      |

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