



**LINCOLN TECH<sup>®</sup>**

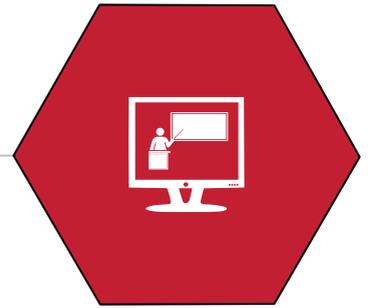
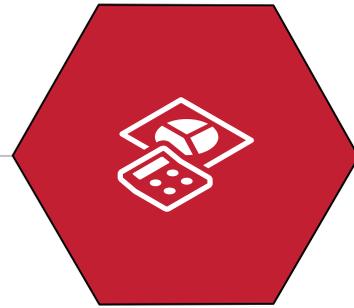
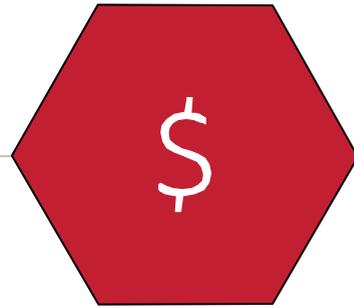
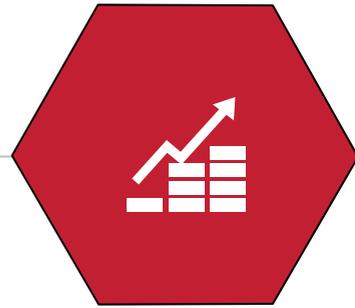
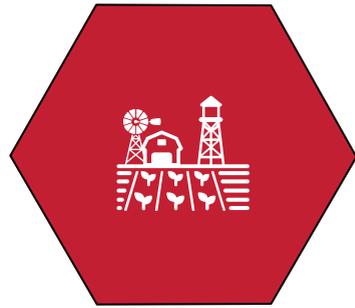
**Q4 2025 Investor Presentation**

# Safe Harbor Statement

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Statements in this presentation regarding Lincoln's business that are not historical facts may be "forward-looking statements" as that term is defined in the federal securities law. The words "may," "will," "expect," "believe," "anticipate," "project," "plan," "intend," "estimate," and "continue," and their opposites and similar expressions are intended to identify forward-looking statements. Forward-looking statements are based on information available at the time those statements are made and/or management's good faith belief as of that time with respect to future events, and are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in or suggested by the forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times at, or by, which such performance or results will be achieved, if at all. Generally, these statements relate to business plans or strategies and projections involving anticipated revenues, earnings, or other aspects of the Company's operating results. The Company cautions you that these statements concern current expectations about the Company's future performance or events and are subject to a number of uncertainties, risks, and other influences, many of which are beyond the Company's control, that may influence the accuracy of the statements and the projects upon which the statements are based including, without limitation, impacts related to epidemics or pandemics; our failure to comply with the extensive regulatory framework applicable to our industry or our failure to obtain timely regulatory approvals in connection with acquisitions or a change of control of our Company; our success in updating and expanding the content of existing programs and developing new programs for our students in a cost-effective manner or on a timely basis; risks associated with cybersecurity; risks associated with changes in applicable federal laws and regulations; uncertainties regarding our ability to comply with federal laws and regulations, such as the 90/10 rule and prescribed cohort default rates; risks associated with the opening of new campuses; risks associated with integration of acquired schools; industry competition; our ability to execute our growth strategies; conditions and trends in our industry; general economic conditions; and other factors discussed in the "Risk Factors" section of our Annual Reports and Quarterly Reports filed with the Securities and Exchange Commission. All forward-looking statements are qualified in their entirety by this cautionary statement, and Lincoln undertakes no obligation to publicly revise or update any forward-looking statements, whether as a result of new information, future events or otherwise after the date hereof.

# Investment Opportunity



## Skills Gap

Employers cannot find enough technically trained employees and with the infrastructure bill passed demand for skilled workers should be even greater

## Leader

Lincoln is a leading, technical, hands-on educator and trainer serving high demand industries (transportation, skilled trades and healthcare) facing this Skills Gap

## Growth

Proven ability to grow population and revenue in high and low unemployment markets

## Profitability

Continuing our strong track record of profitability with increasing operating leverage

## Balance sheet

Strong balance sheet with resources to expand programs and campuses to accelerate growth

## Increasing Efficiency

Continuing efforts to streamline and standardize operations including moving to a more efficient hybrid learning model, and standardizing curriculum.

Hybrid model is more attractive to students



# Finished Strong Year with Continued Growth

**Revenue <sup>1</sup>**  
**+21.4%**  
**Q4 2025: \$142.9M**

**Starts <sup>1</sup>**  
**+15.7%**  
**~3,900**  
**Q4 2025 Starts**

**\$29.1M**  
**Adj EBITDA <sup>2</sup>**  
**+51.2%**  
**vs prior year**

**EPS <sup>3</sup>: \$0.40**  
**vs \$0.22 PY**  
**Q4 2025 NI: \$12.7M**  
**Adj. EPS <sup>3</sup>: \$0.50**  
**vs \$0.31 PY**  
**Q4 2025 Adj NI: \$15.8M**

2025 Full Year Guidance		
	Guidance	Actual
Revenue	\$505M to \$510M	\$518.2
Adjusted EBITDA	\$65M to \$67M	\$67.1
Net Income	\$17M to \$19M	\$20.0
Starts	+15% to +16%	+15.2%
Capital Expenditures	\$75M to \$80M	\$88.0M

~70% of Capital Expenditures relates to growth initiatives: new campuses, campus relocations, and new programs

- Exceeded guidance for Revenue, Adjusted EBITDA, and Net Income
- New campus in Houston, Texas and relocated campuses in Nashville, Tennessee and Levittown, Pennsylvania meeting or exceeding expectations
- Strong momentum entering 2026

1. Prior year excludes Transitional segment (Euphoria campus)  
 2. See appendix for reconciliation  
 3. Based on 31,381 diluted shares and 31,144 diluted shares for the three months ending December 31, 2025 and December 31, 2024, respectively

# Company Outlook

<b>Full Year 2026 Outlook</b>			
	<b>FY25 Actual</b>	<b>2026 Guidance</b>	<b>Year-Over-Year Growth <sup>2</sup></b>
Revenue	\$518.2M	\$580M to \$590M	+13%
Adjusted EBITDA <sup>1</sup>	\$57.1M	\$72M to \$76M	+30%
Net Income	\$20.0M	\$20M to \$23M	+8%
Diluted EPS	\$0.64	\$0.64 to \$0.74	+8%
Capital Expenditures <sup>3</sup>	\$88.0M	\$70M to \$75M	-18%
Starts	20,906	8% to 13%	

1. Due to a methodology change in 2026, 2025 adjusted EBITDA has been restated to reflect add back only for stock-based compensation expense, pension adjustment and other one-time costs. See appendix for reconciliations.
2. Year-over-year growth percentages are calculated using the fiscal 2026 guidance midpoint.
3. Approximately 70% of capital expenditures are related to growth initiatives, new campuses, and program expansions.

# Well-Positioned to Exceed Long-Term Goals

- Projected to exceed original 2027 targets of \$550M revenue and \$90M adjusted EBITDA
- Successful implementation of growth initiatives including new campuses and program replications & expansions driving revenue expectations of over \$600M by 2027
- 24 campuses to be open as of 2027 (including Hicksville, New York – projected opening Q4 2026 and Rowlett, Texas – projected opening Q1 2027)

The Company looks forward to sharing its updated five-year outlook at Investor Day on March 19<sup>th</sup> at our newly relocated Nashville, Tennessee campus

## Organic Growth Opportunities

### Existing Campuses & Programs

- Efficiencies through Lincoln 10.0 hybrid teaching model, centralization, and automation
- Expansion of high school student initiatives & partnerships

### New Construction

- Evaluating new and adjacent markets to expand footprint
- Relocation of existing campuses to expand program offerings
- Streamlined, state-of-the-art facilities
- New campuses expected to generate ~\$7M+ in EBITDA after 36 months of operations

### New Programs

- Replicate profitable, high-demand programs in existing schools
- 2024: 4 new programs, 1 expansion  
2025: 4 new programs, 2 expansions
- New programs expected to generate over \$1M EBITDA after 24 months of operations

## Inorganic Growth Opportunities

### Acquisitions

- Continue to evaluate strategic opportunities to expand market share
- Leverage cost-saving synergies
- Diversify program offerings

# New Campus Pro-Forma Hybrid Learning Model

## Facilities

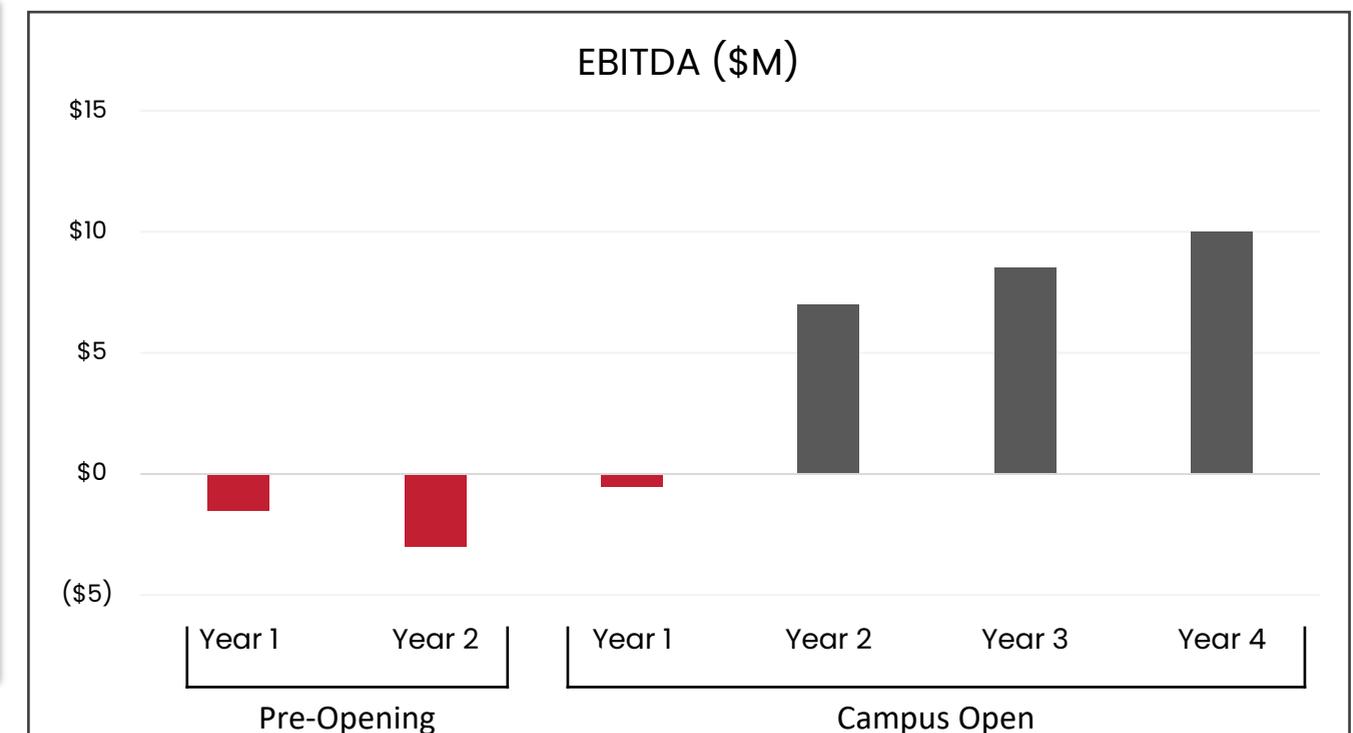
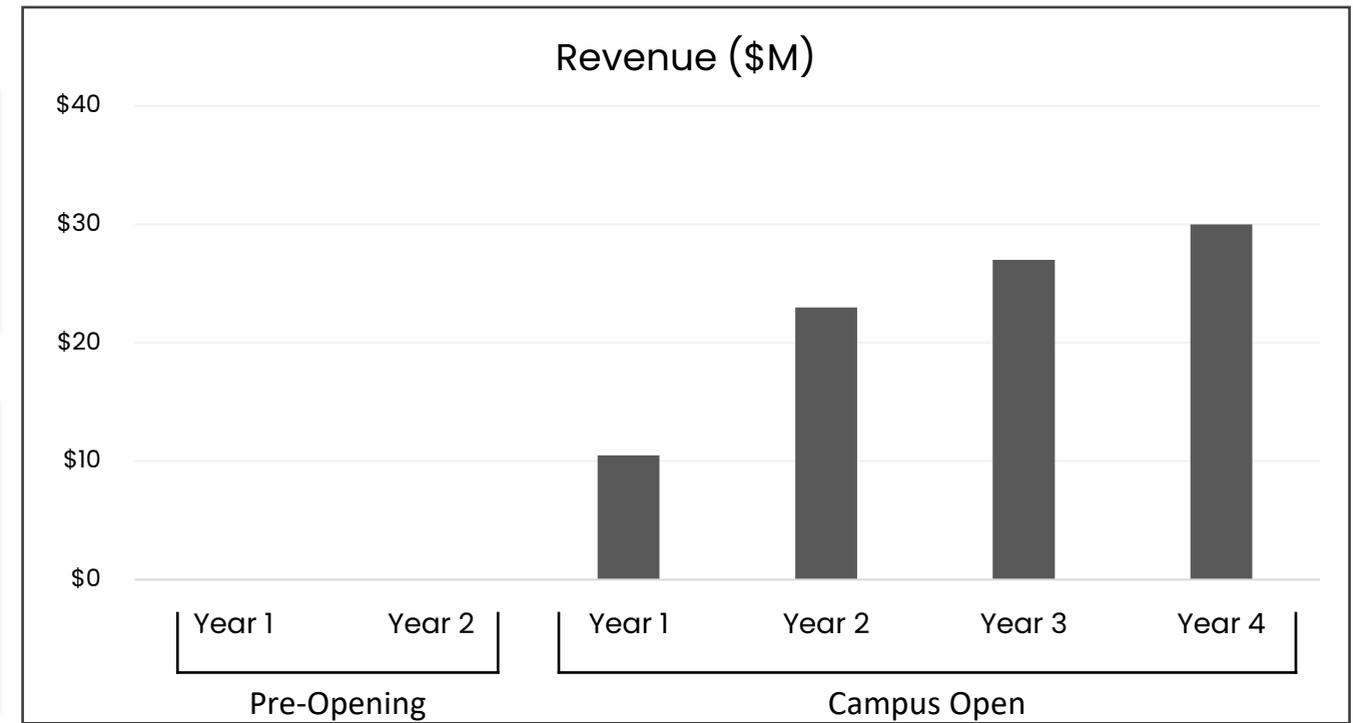
- State-of-the-art facilities
- ~60k – 80k square feet

## Blended Programs

The Campus will offer a mix of Automotive and Skilled Trade Programs in the Hybrid Learning Model.

## Financials

- CapEx: ~\$18-\$25M
- Classes start ~2 years from lease signing
- Accretive to earnings within 2 years of class start
- Avg Pop of ~900 students by Year 4



**Campus EBITDA estimates above are fully burdened with marketing expenses and allocations for corporate support services**

# Lincoln Graduates are Essential Workers



Over 95% of our students are pursuing careers that the U.S Department of Homeland Security considers Essential Critical Infrastructure Workers.

# Company Overview



# Campuses Across the Country

- Opportunity for expansion
- Active Campuses: 22
- New Campuses: 2

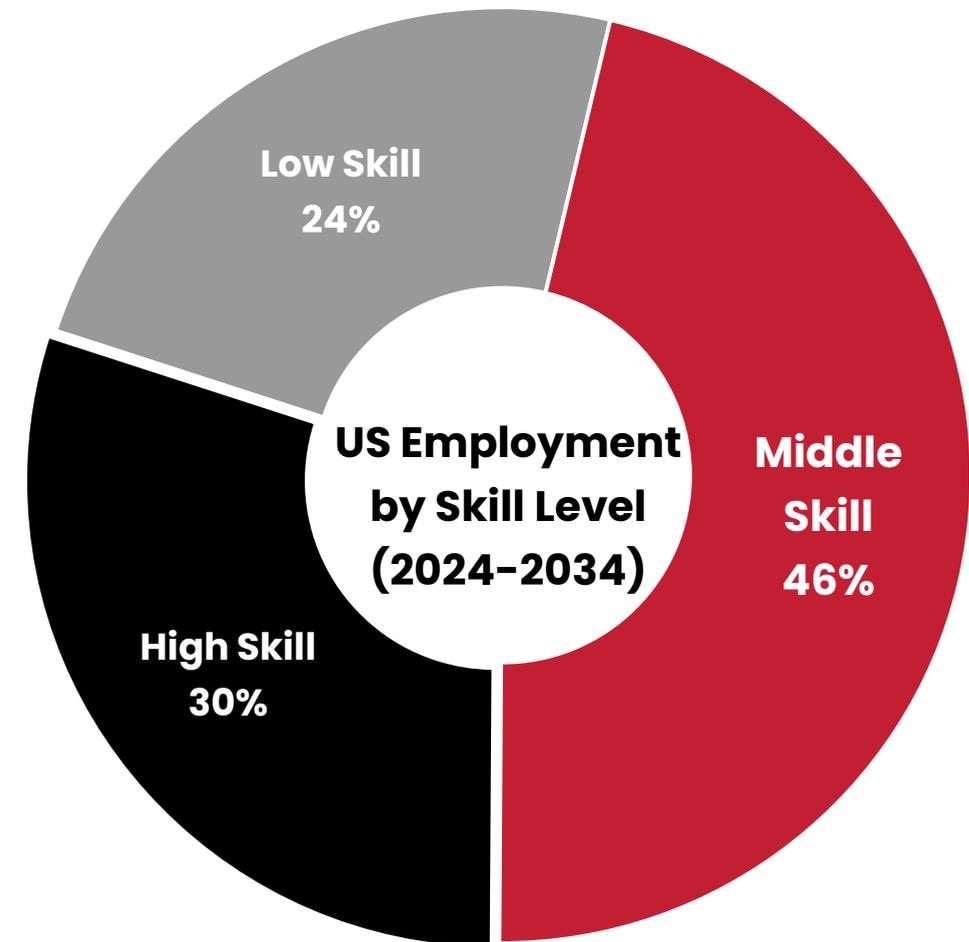


# Demand for “Middle Skills Training”

Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of America’s labor market.

(Source: U.S. Bureau of Labor Statistics)

Lincoln connects employers with entry level trained professionals from the adult, high school and military sectors.



Source: U.S. Bureau of Labor Statistics  
Employment by Typical Entry-Level Education

# Drivers of Organic Demand for Training

## Supply

- Declining societal pressure to attend traditional college
- Elimination of Vo-Tec programs

**GAP**

## Demand

- New appreciation for skills-trade training
- Silver Tsunami – aging baby-boomers retiring from the workplace
- Growing skepticism of the value of college
- Employers struggle to find interested candidates
- Simple jobs have become more complex with technology
- Strong demand in healthcare, manufacturing, and construction
- Infrastructure spending will exacerbate the shortage
- Less stigma – Essential Workers
- Concern of negative impact of AI on white-collar jobs

# Significant Opportunity for Organic Growth

BLS data for Lincoln's top programs

Annual New Hires	
Electrical	81,000
Automotive Technology	70,000
Welding	45,600
HVAC	40,100
Diesel Technology	26,500
Medical Assisting	112,300
Practical Nursing	54,400
Dental Assisting	52,900
<b>Lincoln's Market Share ~2.3%</b>	

Source: U.S. Bureau of Labor Statistics, Occupational Projections 2024-2034

# Our Superior Educational Approach

## Feedback Integration

- Develop training programs with feedback from employers and key industry associations to understand gaps and needs

## Student Support

- Integrate industry preferred licensing and certifications into the curriculum

- Provide robust student support services to ensure strong outcomes

## Industrial Infrastructure

- Build labs and shops that replicate the working environment using professional grade equipment and tools

## Engaging Curriculum

- Incorporate cutting edge education technology with animations, videos and simulations to make learning active and engaging

## Graduation and Placement

- Superior graduation rates and placement rates

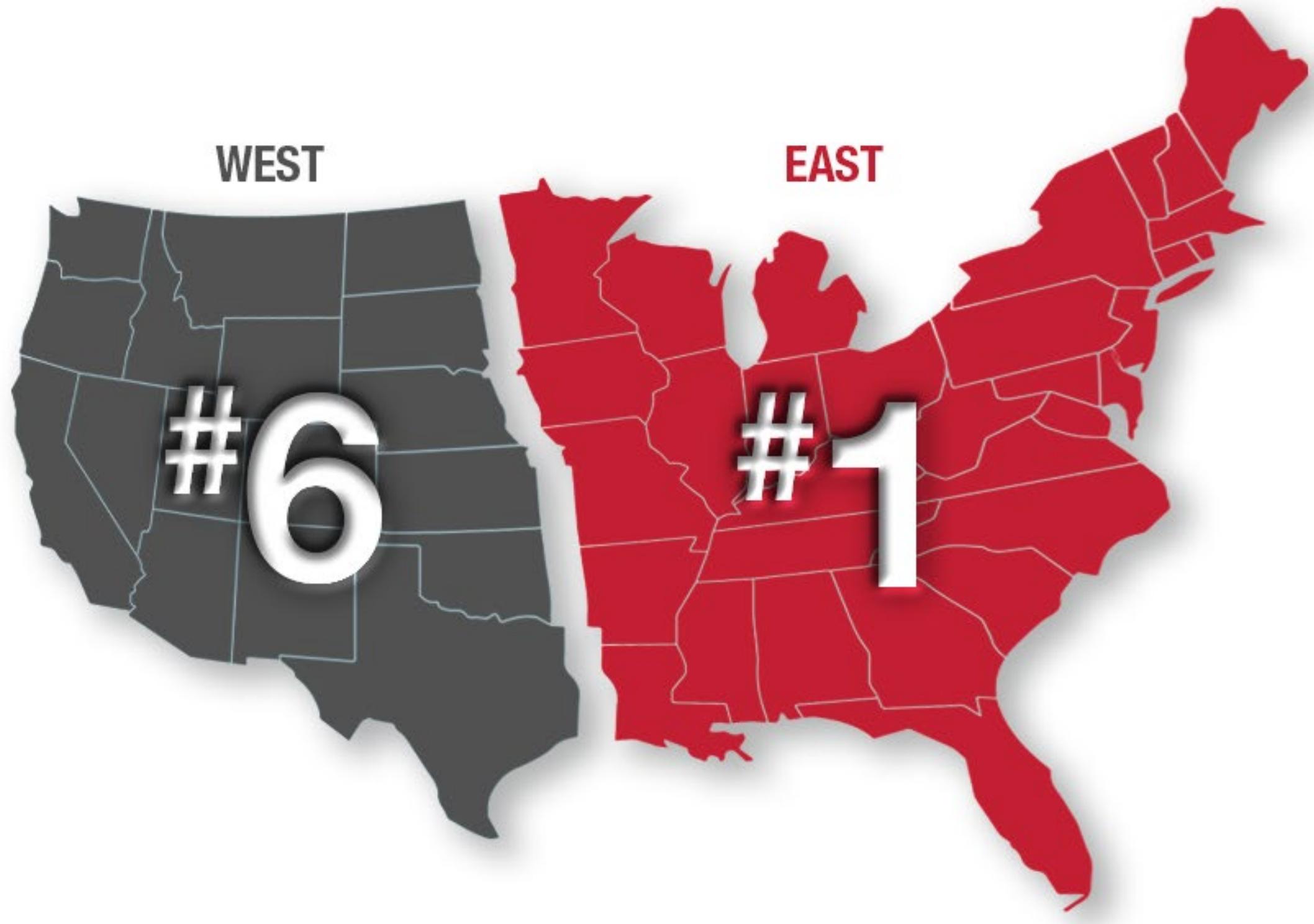
- Expect students to meet employability standards for appearance, attendance and professional attitude while in school

## Employment Assistance

- Offer an accelerated program with multiple entry points to allow students to graduate quickly and enter the workforce earlier

# Lincoln Tech

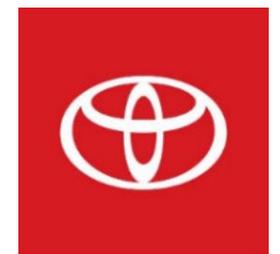
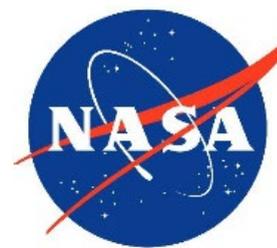
**Largest Provider of Automotive and Skilled Trade Graduates in the East**



Source: IPEDS completions survey 2023-24

# Strong Industry Partner Relationships

- Positions Lincoln as long-term solutions provider for both entry level technicians and advanced workforce training
- Employers appreciate the technical and soft skills of our students
- Partners provide validation of the quality of our education
- Co-branding opportunities with elite partners helps attract new students
- Partners provide better job opportunities for our graduates



# Compliance Stats

**90/10 Rule :** This rule caps the percentage of revenue that a proprietary institution can receive from federal financial aid sources at 90%; the other 10% of revenue must come from alternative sources. Starting in 2023, the Veteran Affairs benefits are counted as federal financial aid in the numerator.

**CDR :** It is the percentage of a school's borrowers who enter repayment on certain Federal Family Education Loan (FFEL) Program or William D. Ford Federal Direct Loan (Direct Loan) Program loans during a particular federal fiscal year (FY), October 1st to September 30th, and default or meet other specified conditions prior to the end of the second following fiscal year.

**Composite Score :** the DOE composite score reflects the overall financial health of an institution. The score can be anywhere along the scale from negative 1.0 to positive 3.0. If an institution receives a score greater than or equal to 1.5, the institution is considered financially responsible.

Metrics	FY 2025				FY 2024			
	Company Overall	New Britain OPEID	Indianapolis OPEID	Iselin OPEID	Company Overall	New Britain OPEID	Indianapolis OPEID	Iselin OPEID
<b>90/10 Actual</b>	84%	85%	82%	87%	82%	84%	80%	84%
<b>CDR*</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Composite Score</b>	2.0				2.5			

➤ This data is the annual data reported to ACCSC for completion and employment rates as of July 1, 2025

Total Students Available for Grad	Total Grads	Completion Percentage	Grads Available for Employment	Total Employed	Employment Percentage
14,860	10,145	68.3%	9,857	7,945	80.6%

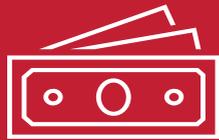
- Cohort Default Rate is 0% as a result of Department of Education pausing federal student loan payments due to the pandemic. 2022 cohort reported in FY25, 2021 cohort reported in FY24.

# Financial Review



## Q4 Results from Operations

Three Months Ended December 31, 2025 compared to Three Months Ended December 31, 2024



### Starts <sup>1</sup>

3,930    +15.7%

### Revenue <sup>1</sup>

\$142.9M    +\$25.2M

### Adj. EBITDA <sup>2</sup>

\$29.1M    +\$9.9M

### Net Income

\$12.7M    +\$5.9M

## Balance Sheet Strength



- Nearly \$29M cash at year-end
- Strong liquidity of almost \$90M
- No debt outstanding
- Well-positioned to implement growth initiatives

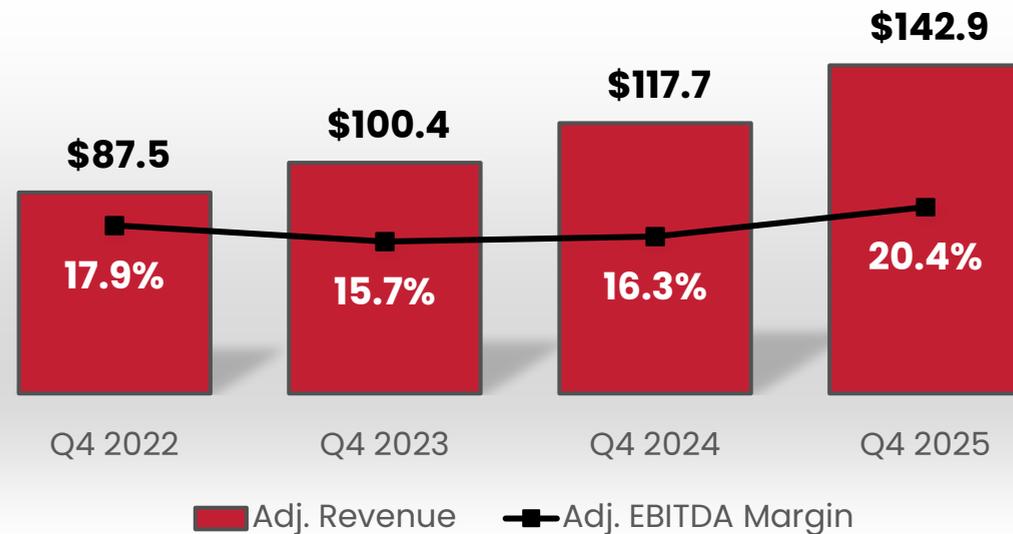
1. Prior year excludes Transitional segment (Euphoria campus)

2. Excludes new campus / new program start-up costs and other items not considered part of the Company's normal recurring operations. Refer to appendix for reconciliations.

# Revenue, EBITDA & Margin

(\$ in millions)

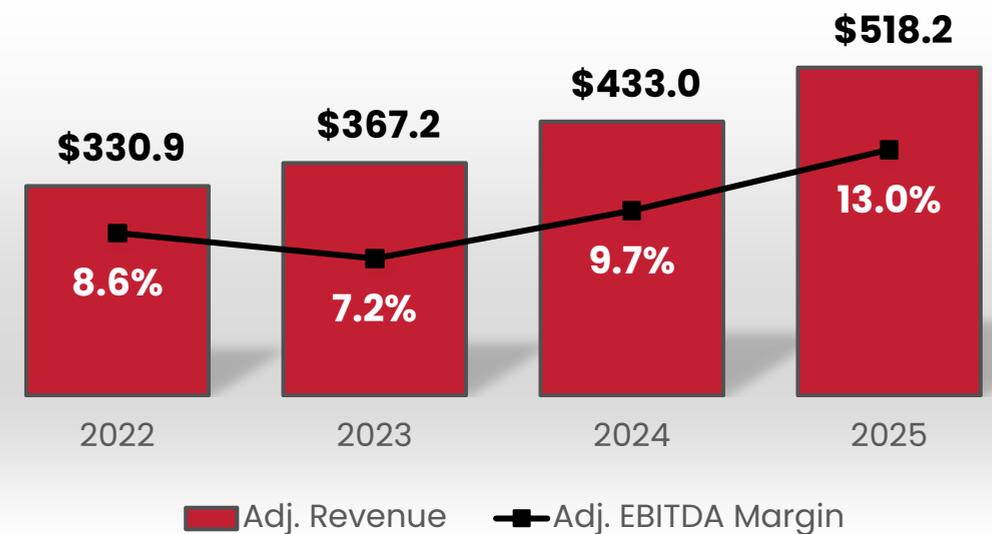
## Q4 Adj. Revenue & Margin



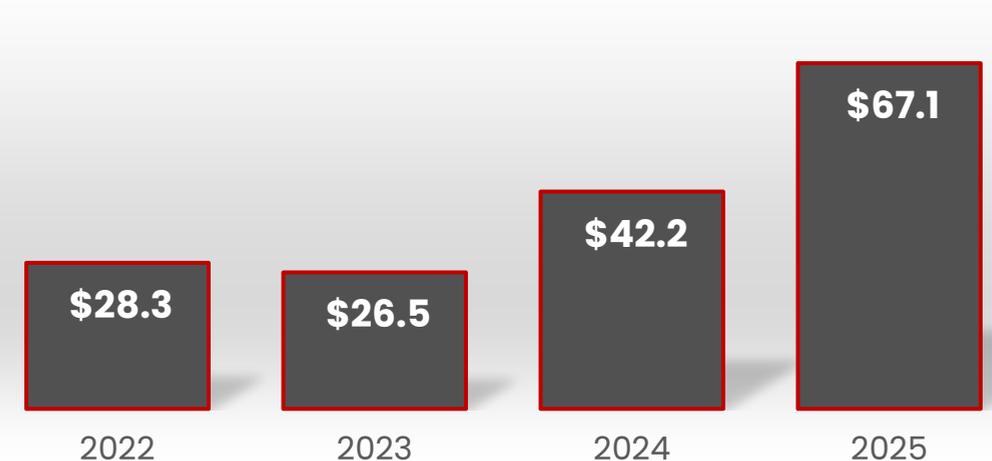
## Q4 Adj. EBITDA



## FY Adj. Revenue & Margin



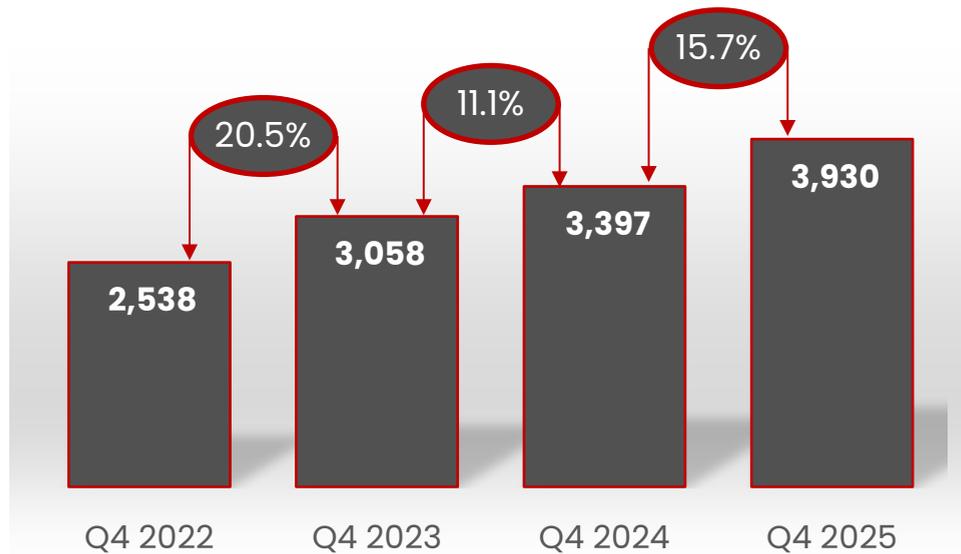
## FY Adj. EBITDA



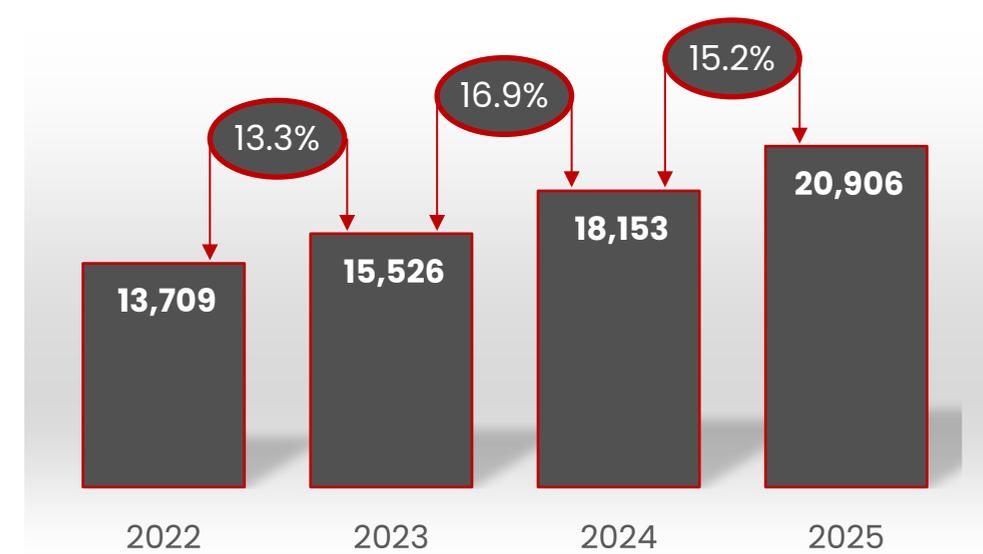
Excludes new campus / new program start-up costs and other items not considered part of the Company's normal recurring operations. Refer to appendix for reconciliations.

# Starts & Average Population

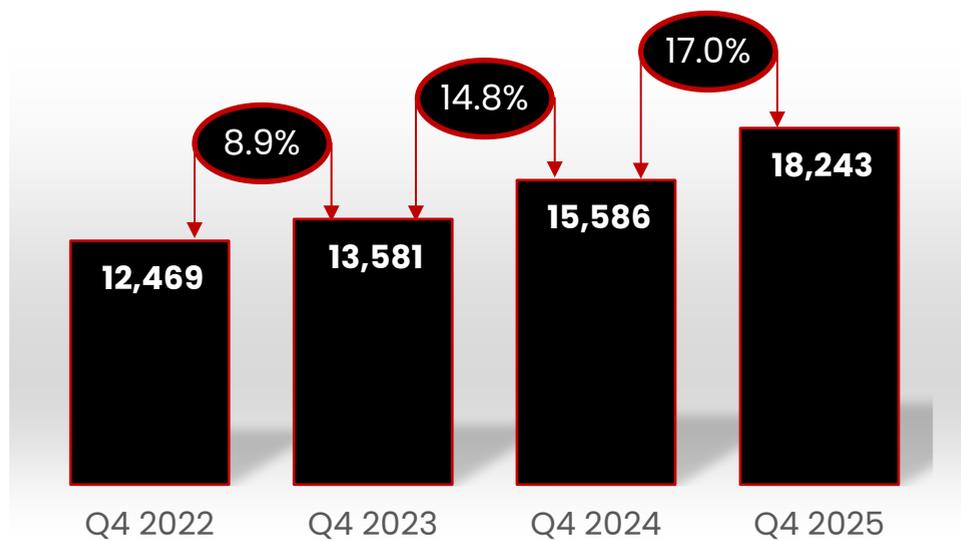
## Q4 Starts



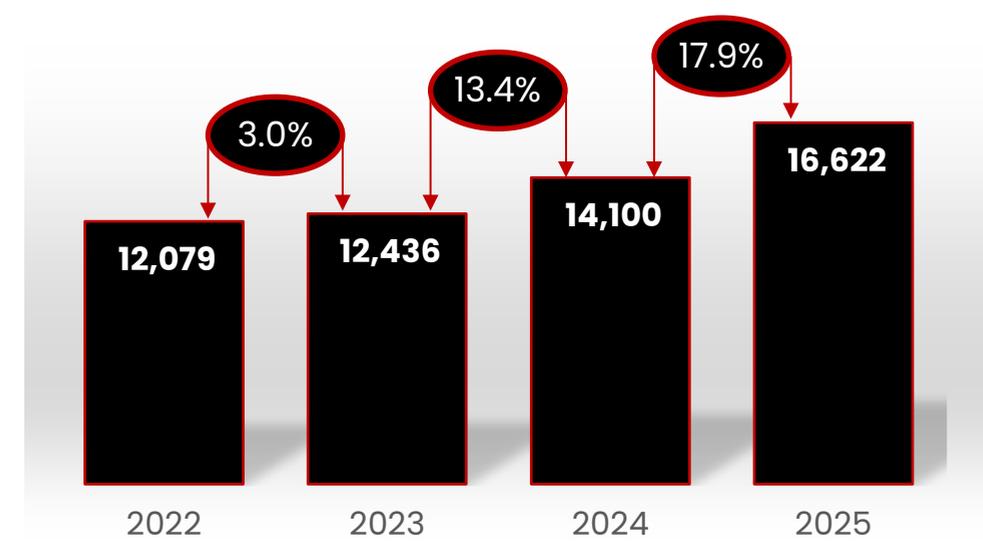
## FY Starts



## Q4 Avg Pop



## FY Avg Pop



Prior years exclude Transitional segment (Somerville and Euphoria campuses). See appendix for reconciliations.

# Seasonality

- Operations continue to demonstrate consistent seasonality, with the strongest performance in the 2<sup>nd</sup> half of the year

<b>Adjusted EBITDA Seasonality <sup>1</sup></b>					
<b>(\$ in 000's)</b>					
	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>TY</b>
2021	\$ 8,499	\$ 6,079	\$ 8,378	\$ 14,413	\$ 37,370
2022	\$ 2,757	\$ 2,499	\$ 7,429	\$ 15,660	\$ 28,345
2023	\$ 2,196	\$ 2,435	\$ 6,139	\$ 15,730	\$ 26,500
2024	\$ 6,545	\$ 6,240	\$ 10,236	\$ 19,227	\$ 42,312
2025	\$ 10,636	\$ 10,511	\$ 16,909	\$ 29,077	\$ 67,134

<b>Starts Seasonality <sup>2</sup></b>					
	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>TY</b>
2021	3,226	3,403	5,084	2,398	14,111
2022	3,028	3,549	4,594	2,538	13,709
2023	3,236	4,266	4,966	3,058	15,526
2024	3,812	4,863	6,081	3,397	18,153
2025 <sup>3</sup>	4,610	5,921	6,445	3,930	20,906

1. See appendix for Adjusted EBITDA reconciliation.
2. Excludes Transitional segment. Refer to appendix for reconciliation.
3. 2,764 student starts on July 1, 2025, shifted from Q3 2025 to Q2 2025 to align with comparable student start activity in the prior year that occurred in the last week of June 2024

# Investment Merits



A national leader in hands-on transportation, skilled trades, and healthcare training



Organic revenue growth with increasing profitability



The skills gap will drive growth for the next decade



In a down economy, Lincoln's growth and profitability can increase substantially



Opportunities to expand footprint and program offerings for additional growth



Capacity at campuses provides high operating leverage on incremental growth



Strong student outcomes and regulatory record

# Appendix



# Use of Non-GAAP Financial Information

This presentation contains non-GAAP (Generally Accepted Accounting Principles) financial measures, which are intended to supplement, but not substitute for, the most directly comparable GAAP measures. Management chooses to disclose to investors these non-GAAP financial measures because they provide an additional analytical tool to clarify the results from operations and help to identify underlying trends. Additionally, such measures help compare the company's performance on a consistent basis across time periods. Management defines As Reported as actual operating results derived from previously filed annual and quarterly financial information submitted to the Securities and Exchange Commission. Management defines EBITDA as loss before interest expense, interest income, income taxes, depreciation and amortization. Management defines Pro forma as actual operating results derived from previously filed annual and quarterly financial information submitted to the Securities and Exchange Commission excluding unusual and non-recurring transactions such as closed school operations, gain on sale of assets and interest normalization. Management defines interest normalization as adjusting interest expense on debt from prior years using the Company's current credit agreement terms. To obtain a complete understanding of the company's performance, these measures should be examined in connection with revenue, operating loss and net loss, determined in accordance with GAAP, as presented in the financial statements and notes thereto included in the annual and quarterly filings with the Securities and Exchange Commission. Since the items excluded from these measures are significant components in understanding and assessing financial performance under GAAP, these measures should not be considered to be an alternative to revenue, operating loss and net loss as a measure of the company's operating performance. Exclusion of items in the non-GAAP presentation should not be construed as an inference that these items are unusual, infrequent or non-recurring. Other companies, including other companies in the education industry, may calculate non-GAAP financial measures differently than the Company does, limiting their usefulness as a comparative measure across companies. A reconciliation of the historical non-GAAP financial measures to the most directly comparable GAAP measures is included in the following slides.

# Population

	Q1 2025	Q2 2025*	Q3 2025*	Q4 2025	FY 2025	Q1 2024	Q2 2024	Q3 2024	Q4 2024	FY 2024
<u>Starts</u>										
Auto/Skilled Trades	3,551	4,802	5,253	2,920	16,526	2,682	3,648	4,700	2,366	13,396
Healthcare & Other	1,059	1,119	1,192	1,010	4,380	1,130	1,215	1,381	1,031	4,757
Total Company	4,610	5,921	6,445	3,930	20,906	3,812	4,863	6,081	3,397	18,153
<u>Ending Population</u>										
Auto/Skilled Trades	12,130	13,502	14,635	13,612		9,639	10,482	11,672	11,081	
Healthcare & Other	3,774	3,618	3,609	3,434		3,810	3,716	3,891	3,757	
Total Company	15,904	17,120	18,244	17,046		13,449	14,198	15,563	14,838	
<u>Average Population</u>										
Auto/Skilled Trades	11,695	12,329	13,302	14,612	12,984	9,544	9,741	10,449	11,654	10,347
Healthcare & Other	3,774	3,685	3,461	3,631	3,638	3,767	3,751	3,563	3,932	3,753
Total Company	15,469	16,014	16,763	18,243	16,622	13,311	13,492	14,012	15,586	14,100

- YOY decline in Healthcare & Other primarily due to temporary suspension of Nursing starts in the Paramus campus as well as teaching out smaller, less profitable programs such as Massage Therapy and Culinary.
- Excluding these items, Healthcare & Other starts are mostly flat vs prior year.

Prior Year excludes Transitional segment

\* 2,764 student starts on July 1, 2025, shifted from Q3 2025 to Q2 2025 to align with comparable student start activity in the prior year that occurred in the last week of June 2024

# Financial Statements

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**Our financial statements reflect the following operational results:**

- 1. Adjusted EBITDA** – We define Adjusted EBITDA as EBITDA plus stock compensation expense and adjustments for items not considered part of the company’s normal recurring operations
- 2. Adjusted Revenue** – We define Adjusted Revenue as revenue excluding the Transitional segment
- 3. Adjusted Starts** – We define Adjusted Starts as starts excluding the Transitional segment
- 4. Adjusted Average Population** – We define Adjusted Average Population as average population excluding the Transitional segment
- 5. Liquidity** – We define Liquidity as cash and cash equivalents and available borrowings under our credit facility

# Quarterly Starts Reconciliation

	For the Three Months Ended				For the Year Ended 2025
	March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025	
Starts					
Total Company	4,610	3,157	9,209	3,930	20,906
Adjustments to Starts					
July 1, 2025 Starts	-	2,764	(2,764)	-	-
<b>Adjusted Starts</b>	<b>4,610</b>	<b>5,921</b>	<b>6,445</b>	<b>3,930</b>	<b>20,906</b>

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Starts										
Total Company	3,440	4,411	5,157	3,191	16,199	3,967	4,953	6,243	3,497	18,660
Adjustments to Starts										
Transitional Segment	204	145	191	133	673	155	90	162	100	507
<b>Adjusted Starts</b>	<b>3,236</b>	<b>4,266</b>	<b>4,966</b>	<b>3,058</b>	<b>15,526</b>	<b>3,812</b>	<b>4,863</b>	<b>6,081</b>	<b>3,397</b>	<b>18,153</b>

	For the Three Months Ended				For the Year Ended 2021	For the Three Months Ended				For the Year Ended 2022
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Starts										
Total Company	3,548	3,703	5,430	2,721	15,402	3,353	3,852	4,929	2,786	14,920
Adjustments to Starts										
Transitional Segment	322	300	346	323	1,291	325	303	335	248	1,211
<b>Adjusted Starts</b>	<b>3,226</b>	<b>3,403</b>	<b>5,084</b>	<b>2,398</b>	<b>14,111</b>	<b>3,028</b>	<b>3,549</b>	<b>4,594</b>	<b>2,538</b>	<b>13,709</b>

# Quarterly Avg Pop Reconciliation

	For the Three Months Ended				For the Year Ended 2025
	March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025	
Average Pop					
Total Company	15,469	15,554	16,303	18,243	16,392
Adjustments to Avg Pop					
Impact of July 1, 2025 Starts	-	460	460	-	230
<b>Adjusted Average Pop</b>	<b>15,469</b>	<b>16,014</b>	<b>16,763</b>	<b>18,243</b>	<b>16,622</b>

	For the Three Months Ended				For the Year Ended 2023
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023	
Average Pop					
Total Company	12,387	12,453	12,942	13,983	12,941
Adjustments to Avg Pop					
Transitional Segment	653	528	439	402	505
<b>Adjusted Average Pop</b>	<b>11,734</b>	<b>11,926</b>	<b>12,503</b>	<b>13,581</b>	<b>12,436</b>

	For the Three Months Ended				For the Year Ended 2024
	March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Average Pop					
Total Company	13,678	13,811	14,309	15,904	14,426
Adjustments to Avg Pop					
Transitional Segment	367	320	298	318	326
<b>Adjusted Average Pop</b>	<b>13,311</b>	<b>13,492</b>	<b>14,011</b>	<b>15,586</b>	<b>14,100</b>

	For the Three Months Ended				For the Year Ended 2021
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021	
Average Pop					
Total Company	12,441	12,548	13,189	13,599	12,944
Adjustments to Avg Pop					
Transitional Segment	771	832	795	851	812
<b>Adjusted Average Pop</b>	<b>11,670</b>	<b>11,715</b>	<b>12,395</b>	<b>12,748</b>	<b>12,132</b>

	For the Three Months Ended				For the Year Ended 2022
	March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Average Pop					
Total Company	12,884	12,637	12,824	13,231	12,894
Adjustments to Avg Pop					
Transitional Segment	860	854	786	762	815
<b>Adjusted Average Pop</b>	<b>12,025</b>	<b>11,783</b>	<b>12,038</b>	<b>12,469</b>	<b>12,079</b>

# Quarterly Revenue Reconciliation

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Revenue										
Total Company	\$ 87,284	\$ 88,646	\$ 99,618	\$102,522	\$ 378,070	\$103,366	\$ 102,914	\$ 114,410	\$ 119,374	\$ 440,064
Adjustments to Revenue										
Transitional Segment	3,489	2,766	2,430	2,151	10,837	2,045	1,681	1,665	1,708	7,098
<b>Adjusted Revenue</b>	<b>\$ 83,795</b>	<b>\$ 85,879</b>	<b>\$ 97,188</b>	<b>\$100,371</b>	<b>\$ 367,233</b>	<b>\$ 101,321</b>	<b>\$101,234</b>	<b>\$112,746</b>	<b>\$117,666</b>	<b>\$ 432,966</b>

	For the Three Months Ended				For the Year Ended 2021	For the Three Months Ended				For the Year Ended 2022
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Revenue										
Total Company	\$ 77,996	\$ 80,464	\$ 89,059	\$ 87,816	\$ 335,336	\$ 82,554	\$ 82,142	\$ 91,813	\$ 91,778	\$ 348,287
Adjustments to Revenue										
Transitional Segment	3,754	4,284	4,173	4,364	16,575	4,332	4,418	4,394	4,247	17,391
<b>Adjusted Revenue</b>	<b>\$ 74,242</b>	<b>\$ 76,180</b>	<b>\$ 84,887</b>	<b>\$ 83,452</b>	<b>\$ 318,761</b>	<b>\$ 78,222</b>	<b>\$ 77,724</b>	<b>\$ 87,419</b>	<b>\$ 87,531</b>	<b>\$ 330,896</b>

# Quarterly & FY Guidance EBITDA Reconciliation

	For the Three Months Ended				For the Year Ended 2025	New Adjusted EBITDA Methodology *	FY 2025	FY 2026 Guidance Midpoint
	March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025				
<b>Net Income</b>								
Total Company	\$ 1,944	\$ 1,554	\$ 3,799	\$ 12,700	\$ 19,998		\$ 19,998	\$ 21,500
Add-back:								
Interest expense, net	587	802	991	888	3,268		3,268	4,500
Provision for income taxes	882	522	1,495	3,221	6,120		6,120	8,800
<b>Operating Income</b>	<b>\$ 3,413</b>	<b>\$ 2,878</b>	<b>\$ 6,285</b>	<b>\$ 16,809</b>	<b>\$ 29,386</b>	<b>Operating income</b>	<b>\$ 29,386</b>	<b>\$ 34,800</b>
Depreciation and amortization:								
Total Company	3,763	4,710	5,460	6,898	20,831		20,831	33,000
<b>EBITDA</b>	<b>\$ 7,176</b>	<b>\$ 7,588</b>	<b>\$ 11,745</b>	<b>\$ 23,707</b>	<b>\$ 50,217</b>	<b>EBITDA</b>	<b>\$ 50,217</b>	<b>\$ 67,800</b>
Stock compensation expense	1,205	1,343	1,532	1,408	5,488		5,488	6,200
New campus/relocation/program expansion costs	2,255	1,580	3,632	2,541	10,008		*	*
Other one-time items				1,421	1,421		1,421	-
<b>Adjusted EBITDA</b>	<b>\$ 10,636</b>	<b>\$ 10,511</b>	<b>\$ 16,909</b>	<b>\$ 29,077</b>	<b>\$ 67,134</b>	<b>Adjusted EBITDA</b>	<b>\$ 57,126</b>	<b>\$ 74,000</b>

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
<b>Net Income (loss)</b>										
Total Company	\$ (109)	\$ 17,250	\$ 2,064	\$ 6,792	\$ 25,997	\$ (214)	\$ (682)	\$ 3,953	\$ 6,834	\$ 9,891
Add-back:										
Interest expense (income), net	(442)	(519)	(857)	(463)	(2,281)	(131)	29	195	373	466
Provision (benefit) for income taxes	(564)	6,784	789	2,633	9,642	(113)	(463)	1,674	3,722	4,820
<b>Operating Income (loss)</b>	<b>\$ (1,115)</b>	<b>\$ 23,515</b>	<b>\$ 1,996</b>	<b>\$ 8,962</b>	<b>\$ 33,358</b>	<b>\$ (458)</b>	<b>\$ (1,116)</b>	<b>\$ 5,822</b>	<b>\$ 10,929</b>	<b>\$ 15,177</b>
Depreciation and amortization:										
Total Company	1,254	1,679	1,723	2,114	6,770	2,964	3,323	3,229	3,440	12,956
<b>EBITDA</b>	<b>\$ 139</b>	<b>\$ 25,194</b>	<b>\$ 3,719</b>	<b>\$ 11,076</b>	<b>\$ 40,128</b>	<b>\$ 2,506</b>	<b>\$ 2,207</b>	<b>\$ 9,051</b>	<b>\$ 14,369</b>	<b>\$ 28,133</b>
Stock compensation expense	812	2,575	662	1,845	5,894	1,059	1,045	1,250	1,275	4,629
Somerville closure	193	478	742	487	1,900	-	-	-	-	-
(Gain)/Loss on sale of assets	-	(30,939)	-	-	(30,939)	-	-	-	1,178	1,178
Gain on insurance proceeds	-	-	-	-	-	-	-	(2,794)	-	(2,794)
Impairment of goodwill & long-lived assets	-	4,220	-	-	4,220	-	-	-	-	-
New campus/relocation/program expansion costs	260	404	917	1,885	3,466	2,891	2,988	1,970	1,994	9,843
Severance and other one-time costs	792	503	99	437	1,831	89	-	759	475	1,323
<b>Adjusted EBITDA</b>	<b>\$ 2,196</b>	<b>\$ 2,435</b>	<b>\$ 6,139</b>	<b>\$ 15,730</b>	<b>\$ 26,500</b>	<b>\$ 6,545</b>	<b>\$ 6,240</b>	<b>\$ 10,236</b>	<b>\$ 19,291</b>	<b>\$ 42,312</b>

\* Historically Adjusted EBITDA has excluded pre-opening costs, as well as net operating losses from new campuses, for up to four quarters after the campus opening, or until the campus becomes profitable, whichever occurs first. Beginning in fiscal year 2026, the Company will no longer adjust adjusted EBITDA for pre-opening costs and net operating losses from new campuses and program expansions. Going forward, adjusted EBITDA will reflect only the add-back of non-cash stock-based compensation and other non-recurring items, if any. Notably, our 2026 adjusted EBITDA guidance includes approximately \$10.0 million of costs related to new campus operating losses and strategic growth initiatives.

# Quarterly EBITDA Reconciliation

	For the Three Months Ended				For the Year Ended	For the Three Months Ended				For the Year Ended
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		2021	March 31, 2022	June 30, 2022	Sept 30, 2022	
Net Income										
Total Company	\$ 4,489	\$ 2,426	\$ 3,839	\$ 23,964	\$ 34,718	\$ 272	\$ 260	\$ 3,544	\$ 8,558	\$ 12,634
Add-back:										
Interest expense (income), net	285	297	292	1,142	2,015	43	34	37	(272)	(158)
Provision for income taxes	1,245	729	1,614	8,939	12,528	(641)	102	1,300	3,041	3,802
<b>Operating Income (loss)</b>	\$ 6,019	\$ 3,452	\$ 5,745	\$ 34,045	\$ 49,261	\$ (326)	\$ 396	\$ 4,881	\$ 11,327	\$ 16,279
Depreciation and amortization:										
Total Company	1,901	1,793	1,927	1,520	7,141	1,528	1,529	1,560	1,747	6,363
<b>EBITDA</b>	<b>\$ 7,920</b>	<b>\$ 5,245</b>	<b>\$ 7,673</b>	<b>\$ 35,565</b>	<b>\$ 56,402</b>	<b>\$ 1,202</b>	<b>\$ 1,925</b>	<b>\$ 6,441</b>	<b>\$ 13,074</b>	<b>\$ 22,642</b>
Stock compensation expense	493	844	757	796	2,888	1,239	491	637	744	3,111
Somerville closure	87	(9)	(51)	(168)	(141)	56	83	71	198	408
Gain on sale of assets	-	-	-	(22,479)	(22,479)	-	-	-	-	-
Impairment of goodwill & long-lived assets	-	-	-	700	700	-	-	-	1,049	1,049
New campus/relocation/program expansion costs	-	-	-	-	-	-	-	140	229	369
Severance and other one-time costs	-	-	-	-	-	260	-	140	365	765
<b>Adjusted EBITDA</b>	<b>\$ 8,499</b>	<b>\$ 6,079</b>	<b>\$ 8,378</b>	<b>\$ 14,413</b>	<b>\$ 37,370</b>	<b>\$ 2,757</b>	<b>\$ 2,499</b>	<b>\$ 7,429</b>	<b>\$ 15,660</b>	<b>\$ 28,344</b>