

REFINITIV

DELTA REPORT

10-Q

FRSH - FRESHWORKS INC.

10-Q - MARCH 31, 2024 COMPARED TO 10-Q - SEPTEMBER 30, 2023

The following comparison report has been automatically generated

TOTAL DELTAS 895

█ CHANGES 247

█ DELETIONS 274

█ ADDITIONS 374

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 10-Q

(Mark One)

QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended **September 30, 2023** **March 31, 2024**

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission file number **001-40806**

Freshworks Inc.

(Exact name of registrant as specified in its charter)

Delaware

2950 S Delaware Street, Suite 201

33-1218825

(State or other jurisdiction of incorporation or organization)

San Mateo, CA 94403

(I.R.S. Employer Identification No.)

(Address of principal executive offices **including zip code** and **Zip Code**)

(650) 513-0514

(Registrant's telephone number, including area **code** **code**)

Not Applicable

(Former name, former address and former fiscal year, if changed since last report)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A common stock, par value \$0.00001 per share	FRSH	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports); and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted **and posted** pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit **and post** such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer" and "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input checked="" type="checkbox"/>	Accelerated filer	<input type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input type="checkbox"/>
		Emerging growth company	<input type="checkbox"/>

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

As of **October 27, 2023** **April 26, 2024**, the number of shares of the registrant's Class A common stock outstanding was **202,142,733** **219,663,342** and the number of shares of the registrant's Class B common stock outstanding was **93,146,624** **79,156,708**.

FRESHWORKS INC.

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SPECIAL NOTE ABOUT FORWARD-LOOKING STATEMENTS

This Quarterly Report on Form 10-Q contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended (Exchange Act), about us and our industry that involve substantial risks and uncertainties. All statements other than statements of historical facts contained in this Quarterly Report on Form 10-Q, including statements regarding our future results of operations and financial condition, business strategy, and plans and objectives of management for future operations are forward-looking statements. In some cases, forward-looking statements may be identified by words such as "anticipate," "believe," "contemplate," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "should," "target," "will" or "would," or the negative of these words or other similar terms or expressions. These forward-looking statements include, but are not limited to, statements concerning the following:

- our expectations regarding our annual recurring revenue (ARR), revenue, expenses, and other operating results;
- our ability to acquire new customers and successfully retain existing customers;
- our ability to increase the number of users who access our platform;
- our ability to increase usage of existing products;
- our ability to effectively manage our growth;
- our ability to achieve or sustain profitability;
- future investments in our business, our anticipated capital expenditures, and our estimates regarding our capital requirements;
- the costs and success of our sales and marketing efforts, and our ability to maintain and enhance our brand;
- the estimated addressable market opportunity for existing products and new products;
- our reliance on key personnel and our ability to identify, recruit, and retain skilled personnel;

- our ability to effectively manage our growth, including any international expansion;
- the effects of macroeconomic uncertainties, including rising interest rates, foreign exchange rate volatility, global geopolitical uncertainties, inflationary pressures, the ongoing impacts of the COVID-19 pandemic and other macroeconomic factors beyond our control;
- our ability to protect our intellectual property rights and any costs associated therewith;
- our ability to compete effectively with existing competitors and new market entrants; and
- the size and growth rates of the markets in which we compete.

You should not rely on forward-looking statements as predictions of future events. We have based the forward-looking statements contained in this Quarterly Report on Form 10-Q on our current expectations and projections about future events and trends that we believe may affect our business, financial condition and operating results. The outcome of the events described in these forward-looking statements is subject to risks, uncertainties and other factors described in the section titled "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2023 and elsewhere in this Quarterly Report on Form 10-Q and our Quarterly Report on Form 10-Q for the quarterly period ended March 31, 2023, 10-Q. Moreover, we operate in a very competitive and rapidly changing environment. New risks and uncertainties emerge from time to time, and it is not possible for us to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this Quarterly Report on Form 10-Q. The results, events, and circumstances reflected in the forward-looking statements may not be achieved or occur, and actual results, events, or circumstances could differ materially from those described in the forward-looking statements.

In addition, statements that "we believe" and similar statements reflect our beliefs and opinions on the relevant subject. These statements are based on information available to us as of the date of this Quarterly Report on Form

10-Q. While we believe that such information provides a reasonable basis for these statements, that information may be limited or incomplete. Our statements should not be read to indicate that we have conducted an exhaustive inquiry into, or review of, all relevant information. These statements are inherently uncertain, and investors are cautioned not to unduly rely on these statements.

The forward-looking statements made in this Quarterly Report on Form 10-Q relate only to events as of the date on which the statements are made. We undertake no obligation to update any forward-looking statements made in this Quarterly Report on Form 10-Q to reflect events or circumstances after the date of this Quarterly Report on Form 10-Q or to reflect new information or the occurrence of unanticipated events, except as required by law. We may not actually achieve the plans, intentions or expectations disclosed in our forward-looking statements, and you should not place undue reliance on our forward-looking statements. Our forward-looking statements do not reflect the potential impact of any future acquisitions, mergers, dispositions, joint ventures or investments.

Where You Can Find More Information

We announce material information to the public through a variety of means, including filings with the U.S. Securities and Exchange Commission, press releases, public conference calls, our website (freshworks.com), the investor relations section of our website (ir.freshworks.com), our LinkedIn account (linkedin.com/company/freshworks-inc/), and our X (formerly Twitter) account (@FreshworksInc). We use these channels to communicate with investors and the public about our company, our products and services and other matters. Therefore, we encourage investors, the media and others interested in our company to review the information we make public in these locations, as such information could be deemed to be material information.

PART I. FINANCIAL INFORMATION

ITEM 1. FINANCIAL STATEMENTS (UNAUDITED)

FRESHWORKS INC.
CONDENSED CONSOLIDATED BALANCE SHEETS
(in thousands, except share and per share amounts)
(unaudited)

		September 30, 2023	December 31, 2022	
		March 31, 2024	March 31, 2024	
		March 31, 2024	March 31, 2024	
Assets				
Assets				
Assets	Assets			
Current assets:	Current assets:			
Current assets:				
Current assets:				
Cash and cash equivalents				
Cash and cash equivalents				
Cash and cash equivalents				
Cash and cash equivalents	Cash and cash equivalents \$	458,249	\$	304,083

Marketable securities	Marketable securities	706,472	843,405
Accounts receivable, net of allowance of \$7,003 and \$6,628		80,294	70,470
Marketable securities			
Marketable securities			
Accounts receivable, net of allowance of \$7,546 and \$8,562			
Accounts receivable, net of allowance of \$7,546 and \$8,562			
Accounts receivable, net of allowance of \$7,546 and \$8,562			
Deferred contract acquisition costs			
Deferred contract acquisition costs			
Deferred contract acquisition costs	Deferred contract acquisition costs	22,155	20,139
Prepaid expenses and other current assets	Prepaid expenses and other current assets	52,331	38,913
Prepaid expenses and other current assets			
Prepaid expenses and other current assets			
Total current assets	Total current assets	1,319,501	1,277,010
Property and equipment, net	Property and equipment, net	22,928	24,139
Property and equipment, net			
Property and equipment, net			
Operating lease right-of-use assets	Operating lease right-of-use assets	32,246	33,024
Operating lease right-of-use assets			
Operating lease right-of-use assets			
Deferred contract acquisition costs, noncurrent			
Deferred contract acquisition costs, noncurrent			
Deferred contract acquisition costs, noncurrent	Deferred contract acquisition costs, noncurrent	19,067	19,536
Goodwill	Goodwill	6,181	6,181
Goodwill			
Goodwill			
Deferred tax assets			
Deferred tax assets			
Deferred tax assets	Deferred tax assets	8,535	8,689
Other assets	Other assets	9,630	11,637
Other assets			
Other assets			
Total assets			
Total assets			
Total assets	Total assets	\$ 1,418,088	\$ 1,380,216
Liabilities and Stockholders' Equity	Liabilities and Stockholders' Equity		
Liabilities and Stockholders' Equity			
Current liabilities:			
Current liabilities:			
Current liabilities:	Current liabilities:		

Accounts payable	Accounts payable	\$ 2,688	\$ 5,908
Accounts payable			
Accrued liabilities			
Accrued liabilities			
Accrued liabilities	Accrued liabilities	54,664	59,008
Deferred revenue	Deferred revenue	246,085	205,626
Deferred revenue			
Deferred revenue			
Income tax payable			
Income tax payable			
Income tax payable	Income tax payable	2,284	1,150
Total current liabilities	Total current liabilities	305,721	271,692
Total current liabilities			
Total current liabilities			
Operating lease liabilities, non-current			
Operating lease liabilities, non-current			
Operating lease liabilities, non-current	Operating lease liabilities, non-current	26,949	28,174
Other liabilities	Other liabilities	26,934	28,532
Other liabilities			
Other liabilities			
Total liabilities			
Total liabilities			
Total liabilities	Total liabilities	359,604	328,398
Commitments and contingencies (Note 7)	Commitments and contingencies (Note 7)		
Commitments and contingencies (Note 7)			
Stockholders' equity:			
Stockholders' equity:			
Stockholders' equity:	Stockholders' equity:		
Preferred stock, \$0.00001 par value per share; 10,000,000 shares authorized; zero shares issued and outstanding	Preferred stock, \$0.00001 par value per share; 10,000,000 shares authorized; zero shares issued and outstanding	—	—
Class A common stock, \$0.00001 par value per share; 1,000,000,000 shares authorized; 201,798,721 and 162,825,075 shares issued and outstanding		2	2
Class B common stock, \$0.00001 par value per share; 350,000,000 shares authorized; 93,062,334 and 126,268,150 shares issued and outstanding		1	1
Preferred stock, \$0.00001 par value per share; 10,000,000 shares authorized; zero shares issued and outstanding			
Preferred stock, \$0.00001 par value per share; 10,000,000 shares authorized; zero shares issued and outstanding			
Class A common stock, \$0.00001 par value per share; 1,000,000,000 shares authorized; 219,360,432 and 208,940,016 shares issued and outstanding			
Class A common stock, \$0.00001 par value per share; 1,000,000,000 shares authorized; 219,360,432 and 208,940,016 shares issued and outstanding			

Class A common stock, \$0.00001 par value per share; 1,000,000,000 shares authorized; 219,360,432 and 208,940,016 shares issued and outstanding			
Class B common stock, \$0.00001 par value per share; 350,000,000 shares authorized; 79,139,776 and 87,754,921 shares issued and outstanding			
Class B common stock, \$0.00001 par value per share; 350,000,000 shares authorized; 79,139,776 and 87,754,921 shares issued and outstanding			
Class B common stock, \$0.00001 par value per share; 350,000,000 shares authorized; 79,139,776 and 87,754,921 shares issued and outstanding			
Additional paid-in capital			
Additional paid-in capital			
Additional paid-in capital	Additional paid-in capital	4,675,801	4,562,319
Accumulated other comprehensive loss	Accumulated other comprehensive loss	(4,892)	(7,431)
Accumulated other comprehensive loss			
Accumulated other comprehensive loss			
Accumulated deficit			
Accumulated deficit			
Accumulated deficit	Accumulated deficit	(3,612,428)	(3,503,073)
Total stockholders' equity	Total stockholders' equity	1,058,484	1,051,818
Total stockholders' equity			
Total stockholders' equity			
Total liabilities and stockholders' equity	Total liabilities and stockholders' equity	\$ 1,418,088	\$ 1,380,216
Total liabilities and stockholders' equity			
Total liabilities and stockholders' equity			

The accompanying notes are an integral part of these condensed consolidated financial statements.

FRESHWORKS INC.
CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS
(in thousands, except per share amounts)
(unaudited)

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
Revenue				
Revenue				
Revenue	Revenue	\$ 153,550	\$ 128,760	\$ 436,321
Cost of revenue	Cost of revenue	26,263	24,179	76,360
Cost of revenue				
Cost of revenue				
Gross profit				
Gross profit				

Gross profit	Gross profit	127,287	104,581	359,961	294,213
Operating expense:	Operating expense:				
Operating expense:					
Operating expense:					
Research and development					
Research and development					
Sales and marketing					
Sales and marketing					
Sales and marketing					
Sales and marketing					
General and administrative					
General and administrative					
General and administrative					
General and administrative					
Total operating expenses	Total operating expenses	166,022	162,869	490,092	466,977
Total operating expenses					
Total operating expenses					
Loss from operations					
Loss from operations					
Loss from operations	Loss from operations	(38,735)	(58,288)	(130,131)	(172,764)
Interest and other income, net	Interest and other income, net	10,993	2,249	31,688	2,609
Interest and other income, net					
Interest and other income, net					
Loss before income taxes					
Loss before income taxes					
Loss before income taxes	Loss before income taxes	(27,742)	(56,039)	(98,443)	(170,155)
Provision for income taxes	Provision for income taxes	3,291	1,804	10,912	6,500
Provision for income taxes					
Provision for income taxes					
Net loss					
Net loss					
Net loss	Net loss	\$ (31,033)	\$ (57,843)	\$ (109,355)	\$ (176,655)
Net loss per share - basic and diluted	Net loss per share - basic and diluted	\$ (0.11)	\$ (0.20)	\$ (0.37)	\$ (0.62)
Net loss per share - basic and diluted					
Net loss per share - basic and diluted					
Weighted average shares used in computing net loss per share - basic and diluted	Weighted average shares used in computing net loss per share - basic and diluted	294,146	286,697	292,103	283,258
Weighted average shares used in computing net loss per share - basic and diluted					
Weighted average shares used in computing net loss per share - basic and diluted					

The accompanying notes are an integral part of these condensed consolidated financial statements.

FRESHWORKS INC.
CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE LOSS
(in thousands)
(unaudited)

		Three Months Ended September 30,				Nine Months Ended September 30,			
		2023	2022			2023	2022		
		Three Months Ended March 31,				Three Months Ended March 31,			
		Three Months Ended March 31,				Three Months Ended March 31,			
		2024	2024			2024	2024		
Net loss	Net loss	\$ (31,033)	\$ (57,843)	\$ (109,355)	\$ (176,655)				
Other comprehensive income (loss):	Other comprehensive income (loss):								
Other comprehensive income (loss):	Change in unrealized loss on marketable securities								
Other comprehensive income (loss):	Change in unrealized loss on marketable securities								
Change in unrealized loss on marketable securities	Change in unrealized loss on marketable securities	1,483	(2,481)	3,169	(8,043)				
Net change on cash flow hedges	Net change on cash flow hedges	(734)	—	(630)	—				
Net change on cash flow hedges	Net change on cash flow hedges								
Total other comprehensive income (loss)	Total other comprehensive income (loss)								
Total other comprehensive income (loss)	Total other comprehensive income (loss)								
Total other comprehensive income (loss)	Total other comprehensive income (loss)	749	(2,481)	\$ 2,539	\$ (8,043)				
Comprehensive loss	Comprehensive loss	\$ (30,284)	\$ (60,324)	\$ (106,816)	\$ (184,698)				
Comprehensive loss	Comprehensive loss								
Comprehensive loss	Comprehensive loss								

The accompanying notes are an integral part of these condensed consolidated financial statements.

FRESHWORKS INC.
CONDENSED CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY
(in thousands)
(unaudited)

Three Months Ended September 30, 2023				
Common Stock	Additional Paid-in	Accumulated Other	Accumulated Deficit	Total Stockholders'

	Shares	Amount	Capital	Comprehensive		Equity
Balances as of June 30, 2023	292,839	\$ 3	\$ 4,644,686	\$ (5,641)	\$ (3,581,395)	\$ 1,057,653
					Three Months Ended March 31, 2024	
					Three Months Ended March 31, 2024	
					Three Months Ended March 31, 2024	
	Common Stock					
	Shares					
Balances as of December 31, 2023						
Balances as of December 31, 2023						
Balances as of December 31, 2023						
Issuance of common stock upon exercise of stock options	Issuance of common stock upon exercise of stock options	61	—	16	—	16
Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	1,961	—	(24,510)	—	(24,510)
Issuance of common stock under employee stock purchase plan, net of shares withheld and retired for taxes		—	—	—	—	—
Stock-based compensation						
Stock-based compensation						
Stock-based compensation	Stock-based compensation	—	—	55,609	—	55,609
Other comprehensive income	Other comprehensive income	—	—	—	749	—
Net loss	Net loss	—	—	—	(31,033)	(31,033)
Balances as of September 30, 2023		294,861	\$ 3	\$ 4,675,801	\$ (4,892)	\$ (3,612,428)
						\$ 1,058,484
Balances as of March 31, 2024						
	Common Stock					
	Shares	Amount				
Balances as of June 30, 2022	285,558	\$ 3	\$ 4,475,699	\$ (6,309)	\$ (3,389,753)	\$ 1,079,610
Issuance of common stock upon exercise of stock options	34	—	3	—	—	3
Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	1,490	—	(13,230)	—	—	(13,230)
Issuance of common stock under employee stock purchase plan, net of shares withheld and retired for taxes	—	—	—	—	—	—
Stock-based compensation	—	—	53,944	—	—	53,944
Unrealized loss on marketable securities	—	—	—	(2,481)	—	(2,481)

Net loss	—	—	—	—	(57,843)	(57,843)
Balances as of September 30, 2022	287,082	\$ 3	\$ 4,516,386	\$ (8,790)	\$ (3,447,596)	\$ 1,060,003

FRESHWORKS INC.
CONDENSED CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY
(in thousands)
(unaudited)

	Nine Months Ended September 30, 2023						
	Common Stock		Additional Paid-in Capital		Accumulated Other Comprehensive Loss		Total Stockholders' Equity
	Shares	Amount					
Balances as of December 31, 2022	289,093	\$ 3	\$ 4,562,319	\$ (7,431)	\$ (3,503,073)	\$ 1,051,818	
Issuance of common stock upon exercise of stock options	205	—	61	—	—	—	61
Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	5,196	—	(52,380)	—	—	—	(52,380)
Issuance of common stock under employee stock purchase plan, net of shares withheld and retired for taxes	367	—	4,312	—	—	—	4,312
Stock-based compensation	—	—	161,489	—	—	—	161,489
Other comprehensive income	—	—	—	2,539	—	—	2,539
Net loss	—	—	—	—	(109,355)	—	(109,355)
Balances as of September 30, 2023	294,861	\$ 3	\$ 4,675,801	\$ (4,892)	\$ (3,612,428)	\$ 1,058,484	

	Nine Months Ended September 30, 2022						
	Common Stock		Accumulated Other			Total	
	Shares	Amount	Paid-in Capital	Comprehensive Income	Accumulated Deficit	Stockholders' Equity	
Balances as of December 31, 2021	273,294	\$ 3	\$ 4,509,724	\$ (747)	\$ (3,270,941)	\$ 1,238,039	
	Three Months Ended March 31, 2023						
	Three Months Ended March 31, 2023						
Common Stock		Accumulated Other			Total		
Shares		Paid-in Capital	Comprehensive Loss	Accumulated Deficit	Stockholders' Equity		
Balances as of December 31, 2022							
Balances as of December 31, 2022							
Balances as of December 31, 2022							
Issuance of common stock upon exercise of stock options	389	—	106	—	—	106	
Issuance of common stock upon exercise of stock options							
Issuance of common stock upon exercise of stock options							

Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	Issuance of common stock upon vesting and settlement of restricted stock units, net of shares withheld for taxes	12,889	—	(152,330)	—	—	(152,330)
Issuance of common stock under employee stock purchase plan, net of shares withheld and retired for taxes		510	—	6,959	—	—	6,959
Stock-based compensation	Stock-based compensation	—	—	151,927	—	—	151,927
Unrealized loss on marketable securities		—	—	—	(8,043)	—	(8,043)
Stock-based compensation							
Stock-based compensation							
Other comprehensive income							
Net loss	Net loss	—	—	—	—	(176,655)	(176,655)
Balances as of September 30, 2022		287,082	\$ 3	\$4,516,386	\$ (8,790)	\$ (3,447,596)	\$1,060,003
Balances as of March 31, 2023							

The accompanying notes are an integral part of these condensed consolidated financial statements.

FRESHWORKS INC.
CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS
(in thousands)
(unaudited)

		Nine Months Ended September 30,			
		2023	2022		
		Three Months Ended March 31,			
		2024	2024		
Cash Flows from Operating Activities:	Cash Flows from Operating Activities:				
Net loss	Net loss	\$(109,355)	\$(176,655)		
Adjustments to reconcile net loss to net cash provided by (used in) operating activities:					
Net loss					
Net loss					

Adjustments to reconcile net loss to net cash provided by operating activities:			
Depreciation and amortization			
Depreciation and amortization			
Depreciation and amortization	Depreciation and amortization	9,098	8,574
Amortization of deferred contract acquisition costs	Amortization of deferred contract acquisition costs	17,600	13,321
Non-cash lease expense	Non-cash lease expense	5,692	4,463
Stock-based compensation	Stock-based compensation	160,067	150,652
Premium (discount) amortization on marketable securities		(12,108)	564
Discount amortization on marketable securities			
Change in fair value of equity securities		(65)	(75)
Deferred income taxes			
Deferred income taxes			
Deferred income taxes	Deferred income taxes	113	309
Other	Other	175	1,468
Changes in operating assets and liabilities:	Changes in operating assets and liabilities:		
Accounts receivable			
Accounts receivable			
Accounts receivable	Accounts receivable	(10,003)	(5,256)
Deferred contract acquisition costs	Deferred contract acquisition costs	(19,147)	(19,554)
Prepaid expenses and other assets	Prepaid expenses and other assets	(11,793)	(12,374)
Accounts payable	Accounts payable	(3,219)	(1,962)
Accrued and other liabilities	Accrued and other liabilities	(3,150)	3,874

Deferred revenue	Deferred revenue	40,459	30,796
Operating lease liabilities	Operating lease liabilities	(9,052)	(7,837)
Net cash provided by (used in) operating activities		55,312	(9,692)
Net cash provided by operating activities			
Cash Flows from Investing Activities:	Cash Flows from Investing Activities:		
Purchases of property and equipment			
Purchases of property and equipment			
Purchases of property and equipment	Purchases of property and equipment	(990)	(5,288)
Proceeds from sale of property and equipment	Proceeds from sale of property and equipment	91	132
Capitalized internal-use software	Capitalized internal-use software	(5,075)	(3,828)
Purchases of marketable securities	Purchases of marketable securities	(653,679)	(538,501)
Sales of marketable securities		—	92,786
Purchases of marketable securities			
Purchases of marketable securities			
Maturities and redemptions of marketable securities			
Maturities and redemptions of marketable securities			
Maturities and redemptions of marketable securities	Maturities and redemptions of marketable securities	805,933	293,625
Net cash provided by (used in) investing activities	Net cash provided by (used in) investing activities	146,280	(161,074)
Cash Flows from Financing Activities:	Cash Flows from Financing Activities:		

Proceeds from issuance of common stock under employee stock purchase plan, net	4,312	7,011
Proceeds from exercise of stock options		
Proceeds from exercise of stock options		
Proceeds from exercise of stock options	61	98
Payment of withholding taxes on net share settlement of equity awards	(51,782)	(151,716)
Payment of deferred offering costs	—	(109)
Net cash used in financing activities		
Net cash used in financing activities		
Net cash used in financing activities	(47,409)	(144,716)
Net increase (decrease) in cash, cash equivalents and restricted cash	154,183	(315,482)
Cash, cash equivalents and restricted cash, beginning of period	304,158	747,864
Cash, cash equivalents and restricted cash, end of period	\$ 458,341	\$ 432,382
Reconciliation of cash, cash equivalents and restricted cash to consolidated balance sheets:		
Reconciliation of cash, cash equivalents and restricted cash to consolidated balance sheets:		

Reconciliation of cash, cash equivalents and restricted cash to consolidated balance sheets:		
Cash and cash equivalents		
Cash and cash equivalents		
Cash and cash equivalents	Cash and cash equivalents	\$ 458,249 \$ 432,313
Restricted cash included in prepaid expenses and other current assets	Restricted cash included in prepaid expenses and other current assets	— 3
Restricted cash included in other assets	Restricted cash included in other assets	92 66
Total cash, cash equivalents and restricted cash	Total cash, cash equivalents and restricted cash	\$ 458,341 \$ 432,382

Supplemental cash flow information:	Supplemental cash flow information:				
Cash paid for taxes	Cash paid for taxes	\$	9,893	\$	9,550
Cash paid for taxes					
Cash paid for taxes					
Non-cash investing and financing activities:	Non-cash investing and financing activities:				
Operating lease right-of-use assets obtained in exchange for operating lease obligations					
Operating lease right-of-use assets obtained in exchange for operating lease obligations					
Operating lease right-of-use assets obtained in exchange for operating lease obligations	Operating lease right-of-use assets obtained in exchange for operating lease obligations	\$	4,914	\$	8,968
Stock-based compensation capitalized as internal-use software	Stock-based compensation capitalized as internal-use software	\$	1,422	\$	1,275

The accompanying notes are an integral part of these condensed consolidated financial statements.

FRESHWORKS INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS

(UNAUDITED)

1. Business, Basis of Presentation and Summary of Significant Accounting Policies

Description of Business

Freshworks Inc. (Freshworks, or the Company) is a software development company that provides modern software-as-a-service (SaaS) products that are designed with the user in mind. Freshworks offers modern and innovative AI-guided customer and employee service solutions that enable companies of all sizes to drive delightful engagement and increase productivity. The Company was incorporated in Delaware in 2010 and is headquartered in San Mateo, California.

Basis of Presentation and Principles of Consolidation

The accompanying condensed consolidated financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (GAAP). The condensed consolidated financial statements include the accounts of the Company and its wholly-owned subsidiaries, and all intercompany balances and transactions have been eliminated in consolidation.

Unaudited Interim Consolidated Financial Statements

The accompanying condensed consolidated balance sheet as of **September 30, 2023** **March 31, 2024**, the condensed consolidated statements of operations, of comprehensive loss, of cash flows, and of stockholders' equity for the three **and nine** months ended **September 30, 2023** **March 31, 2024** and **2022**, 2023, and the related notes to such condensed consolidated financial statements are unaudited. These unaudited condensed consolidated financial statements are presented in accordance with the rules and regulations of the U.S. Securities and Exchange Commission (SEC) and do not include all disclosures normally required in annual consolidated financial statements prepared in accordance with GAAP. In management's opinion, the unaudited condensed consolidated financial statements have been prepared on a basis consistent with the annual consolidated financial statements and reflect all adjustments, which include only normal recurring adjustments, necessary for the fair statement of the Company's financial position as of **September 30, 2023** **March 31, 2024** and its results of operations and cash flows for the three **and nine** months ended **September 30, 2023** **March 31, 2024** and **2022**, 2023. The results of operations for the three **and nine** months ended **September 30, 2023** **March 31, 2024** are not necessarily indicative of the results to be expected for the full year or any other future interim or annual period.

The condensed consolidated financial statements should be read in conjunction with the audited consolidated financial statements and notes included in the Company's Annual Report on Form 10-K for the year ended **December 31, 2022** **December 31, 2023**, which was filed with the SEC on **February 23, 2023** **February 16, 2024**.

Use of Estimates

The preparation of the condensed consolidated financial statements in accordance with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of income and expense during the reporting periods. Significant items subject to such estimates and assumptions include, but are not limited to, the following:

- determination of standalone selling price (SSP) for each distinct performance obligation included in customer contracts with multiple performance obligations;
- allowance for doubtful accounts;
- expected benefit period of deferred contract acquisition costs;
- capitalization of internal-use software development costs;
- fair value of goodwill;
- useful lives of long-lived assets;
- valuation of deferred tax assets;
- valuation of employee defined benefit **plan**; **plan and other compensation liabilities**;
- fair value of share-based awards, including performance-based awards; and
- incremental borrowing rate used for operating leases.

Concentrations of Risk

Financial instruments that potentially expose the Company to significant concentration of credit risk consist primarily of cash, cash equivalents, marketable securities, and accounts receivable. The Company's cash, cash equivalents and marketable securities are generally held with large financial institutions and are in excess of the federally insured limits provided on such deposits. In addition, the Company has cash and cash equivalents held in international bank accounts, which are denominated primarily in Euros, British Pounds, and Indian Rupees.

There were no customers that individually exceeded 10% of the Company's revenue for the three **and nine** months ended **September 30, 2023** **March 31, 2024** and **2022**, 2023 or that represented 10% or more of the Company's consolidated accounts receivable balance as of **September 30, 2023** **March 31, 2024**.

The Company primarily relies upon its third-party cloud infrastructure partner, Amazon Web Services, to serve customers and operate certain aspects of its services. Any disruption of this cloud infrastructure partner would impact the Company's operations and its business could be adversely impacted.

Significant Accounting Policies

The Company's significant accounting policies are described in the Annual Report on Form 10-K for the year ended **December 31, 2022** **December 31, 2023**. There have been no significant changes to these policies that have had a material impact on the condensed consolidated financial statements and the related notes for the three **and nine** months ended **September 30, 2023** **March 31, 2024**. However, starting in 2023, the Company entered into foreign exchange forward contracts to hedge a portion of its **forecasted foreign currency expenses** and while the impact of the Company's derivative instruments is not material to its condensed consolidated financial statements, the accounting policy on **Derivative Instruments** is discussed below.

Derivative Instruments

The Company enters into foreign currency forward contracts, most of which were designated as cash flow hedges, in order to manage the volatility of cash flows that relate to cost of revenues and operating expenses denominated in Indian Rupee. All derivative instruments are measured at fair value based upon quoted market prices for

comparable instruments and as such, classified within Level 2 of the fair value hierarchy. Derivative assets and liabilities are presented on a gross basis on the condensed consolidated balance sheets under prepaid expenses and other current assets and accrued liabilities, respectively.

Gains or losses related to cash flow hedges are recorded as a component of accumulated other comprehensive income (AOCI) on the condensed consolidated statements of stockholders' equity until the forecasted transaction occurs in earnings. When the forecasted transaction occurs, the related gains and losses are reclassified into earnings within the financial statement line item associated with the underlying hedged transaction. If the underlying hedged transaction does not occur, or it becomes probable that the hedged transaction will not occur, the cumulative unrealized gain or loss is reclassified immediately from AOCI into earnings within interest and other income. Changes in the fair value of currency forward exchange contracts due to changes in time value were excluded from the assessment of effectiveness. The initial value of this excluded component is amortized on a straight-line basis over the life of the hedging instrument and recognized in the financial statement line item to which the hedge relates. A majority of the balance related to foreign exchange derivative instruments included in AOCI at September 30, 2023 is expected to be reclassified into earnings within 12 months.

Derivative instruments are classified in the condensed consolidated statements of cash flows as cash from operating activities, which reflect the classification of the underlying hedged transactions.

The Company does not use derivative financial instruments for trading or speculative purposes.

As of September 30, 2023, the total notional amount of outstanding designated foreign currency forward contracts was \$49.4 million. The fair value of derivative assets and liabilities as of September 30, 2023, and all related unrealized and realized gains and losses during the three and nine months ended September 30, 2023, were not material.

Entering into derivative instruments exposes the Company to credit risk to the extent that the counterparties are unable to meet the terms of the contract. The Company mitigates this credit risk by transacting with major financial institutions with high credit ratings. In addition, the Company has entered into master netting arrangements that mitigate credit risk by permitting net settlement of transactions. As such, the Company's exposure is not considered significant. The Company does not have any collateral requirements with its counterparties.

Recent Accounting Pronouncements

There have been no recently issued accounting pronouncements that are expected to have a material impact on the Company's condensed consolidated financial statements.

2. Revenue From Contracts with Customers

The Company derives revenue from subscription fees and related professional services. The Company sells subscriptions for its cloud-based solutions directly to customers and indirectly through channel partners through arrangements that are non-cancelable and non-refundable. The Company's subscription arrangements do not provide customers with the right to take possession of the software supporting the solutions and, as a result, are accounted for as service arrangements. The Company records revenue net of sales or value-added taxes.

Disaggregation of Revenue

The following table summarizes revenue by the Company's service offerings (in thousands):

		Three Months Ended September 30,				Nine Months Ended September 30,	
		2023	2022			2023	2022
Subscription services	Subscription services	\$ 150,033	\$ 125,508	\$ 425,755	\$ 355,298		
Professional services	Professional services	3,517	3,252	10,566	9,531		
Professional services	Professional services						
Total revenue	Total revenue	\$ 153,550	\$ 128,760	\$ 436,321	\$ 364,829		
Total revenue							
Total revenue							

See Note 11 for revenue by geographic location.

Deferred Revenue and Remaining Performance Obligations

Deferred revenue consists of customer billings in advance of revenue being recognized from the Company's subscription and professional services arrangements.

Revenue recognized during the three months ended September 30, 2023 March 31, 2024 and 2022 from amounts included in deferred revenue at the beginning of these periods was \$109.5 million \$121.9 million and \$86.2 million, respectively. Revenue recognized during the nine months ended September 30, 2023 and 2022 from amounts included in deferred revenue at the beginning of these periods was \$192.6 million and \$146.9 million \$93.7 million, respectively.

The aggregate balance of remaining performance obligations as of **September 30, 2023** **March 31, 2024** was **\$375.8 million** **\$435.4 million**. The Company expects to recognize **\$285.0 million** **\$324.5 million** of the balance as revenue in the next 12 months and the remainder thereafter. The aggregate balance of remaining performance obligations represents contracted revenue that has not yet been recognized, which includes unearned revenue and unbilled amounts that will be recognized as revenue in future periods. As of **September 30, 2023**, remaining performance obligations comprised **\$246.1 million** of deferred revenue and **\$129.7 million** of unbilled revenue.

Deferred Contract Acquisition Costs

The change in the balance of deferred contract acquisition costs during the periods presented is as follows (in thousands):

		Three Months Ended September 30,			Nine Months Ended September 30,		
		2023	2022		2023	2022	
		Three Months Ended March 31,					
		Three Months Ended March 31,					
		Three Months Ended March 31,					
		2024					
		2024					
		2024					
Balance at beginning of the period							
Balance at beginning of the period							
Balance at beginning of the period	Balance at beginning of the period	\$ 40,962	\$ 33,592	\$ 39,675	\$ 29,647		
Add: Contract costs capitalized during the period	Add: Contract costs capitalized during the period	6,391	6,913	19,147	19,554		
Add: Contract costs capitalized during the period							
Add: Contract costs capitalized during the period							
Less: Amortization of contract costs during the period							
Less: Amortization of contract costs during the period							
Less: Amortization of contract costs during the period	Less: Amortization of contract costs during the period	(6,131)	(4,625)	(17,600)	(13,321)		
Balance at end of the period	Balance at end of the period	\$ 41,222	\$ 35,880	\$ 41,222	\$ 35,880		
Balance at end of the period							
Balance at end of the period							

3. Cash Equivalents and Marketable Securities

Cash equivalents and available-for-sale debt securities consisted of the following as of **September 30, 2023**, **March 31, 2024** and **December 31, 2022** **December 31, 2023** (in thousands):

September 30, 2023				
Amortized Cost	Unrealized Gains	Unrealized Losses	Fair Value	
March 31, 2024				March 31, 2024

	Amortized Cost		Amortized Cost	Unrealized Gains	Unrealized Losses	Fair Value
Cash equivalents:	Cash equivalents:					
Money market funds						
Money market funds						
Money market funds	Money market funds	\$ 99,040	\$ —	\$ —	\$ 99,040	
U.S. treasury securities	U.S. treasury securities	213,036	26	—	213,062	
U.S. government agency securities	U.S. government agency securities	3,939	—	—	3,939	
Corporate debt securities	Corporate debt securities	50,965	—	—	50,965	
Total cash equivalents	Total cash equivalents	366,980	26	—	367,006	
Debt securities:	Debt securities:					
U.S. treasury securities	U.S. treasury securities	240,562	10	(1,197)	239,375	
U.S. treasury securities						
U.S. government agency securities	U.S. government agency securities	411,279	—	(2,707)	408,572	
Corporate debt securities	Corporate debt securities	57,367	—	(395)	56,972	
Certificates of deposit						
Total debt securities	Total debt securities	709,208	10	(4,299)	704,919	
Total cash equivalents and debt securities	Total cash equivalents and debt securities	\$1,076,188	\$ 36	\$ (4,299)	\$1,071,925	

	December 31, 2022				December 31, 2023			
	Amortized Cost	Unrealized Gains	Unrealized Losses	Fair Value	Amortized Cost	Unrealized Gains	Unrealized Losses	Fair Value
	December 31, 2023				December 31, 2023			
Cash equivalents:	Cash equivalents:							
Money market funds								
Money market funds								
Money market funds	Money market funds	\$ 219,512	\$ —	\$ —	\$ 219,512			
U.S. treasury securities	U.S. treasury securities	13,912	3	—	13,915			

U.S. government agency securities	U.S. government agency securities	10,417	2	—	10,419
Corporate debt securities	Corporate debt securities	1,995	1	—	1,996
Total cash equivalents	Total cash equivalents	245,836	6	—	245,842
Debt securities:	Debt securities:				
U.S. treasury securities	U.S. treasury securities	441,909	36	(3,160)	438,785
U.S. treasury securities	U.S. treasury securities				
U.S. government agency securities	U.S. government agency securities	301,009	35	(3,531)	297,513
Corporate debt securities	Corporate debt securities	106,436	—	(817)	105,619
Total debt securities	Total debt securities	849,354	71	(7,508)	841,917
Total cash equivalents and debt securities	Total cash equivalents and debt securities	\$1,095,190	\$ 77	\$ (7,508)	\$1,087,759

The following table presents gross unrealized losses and fair values for the securities that were in a continuous unrealized loss position as of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023** (in thousands):

September 30, 2023							
	Less than 12 months	Greater than 12 months	Total				
	Fair Value	Unrealized Loss	Fair Value	Unrealized Loss	Fair Value	Unrealized Loss	
March 31, 2024							
	Less than 12 months			Greater than 12 months		Total	
	Fair Value			Fair Value	Unrealized Loss	Fair Value	Unrealized Loss
U.S. treasury securities	U.S. treasury securities	\$103,977	\$ (584)	\$ 51,150	\$ (613)	\$155,127	\$ (1,197)
U.S. government agency securities	U.S. government agency securities	291,639	(1,588)	111,008	(1,119)	402,647	(2,707)
Corporate debt securities	Corporate debt securities	24,336	(228)	14,803	(167)	39,139	(395)
Total	Total	\$419,952	\$ (2,400)	\$176,961	\$ (1,899)	\$596,913	\$ (4,299)
December 31, 2022							
	Less Than 12 Months	12 Months or Greater	Total				
	Fair Value	Unrealized Loss	Fair Value	Unrealized Loss	Fair Value	Unrealized Loss	
December 31, 2023							
	Less Than 12 Months		12 Months or Greater		Total		
	Fair Value		Fair Value	Unrealized Loss	Fair Value	Unrealized Loss	

U.S. treasury securities	U.S. treasury securities	\$190,820	\$ (1,794)	\$105,115	\$ (1,366)	\$295,935	\$ (3,160)
U.S. government agency securities	U.S. government agency securities	220,766	(2,245)	42,754	(1,286)	263,520	(3,531)
Corporate debt securities	Corporate debt securities	30,485	(455)	22,864	(362)	53,349	(817)
Total	Total	<u>\$442,071</u>	<u>\$ (4,494)</u>	<u>\$170,733</u>	<u>\$ (3,014)</u>	<u>\$612,804</u>	<u>\$ (7,508)</u>

The amortized cost and fair value of the available-for-sale debt securities based on contractual maturities are as follows (in thousands):

		September 30, 2023				
		Amortized Cost		Fair Value		
			March 31, 2024			
			March 31, 2024			
			March 31, 2024			
		Amortized Cost				
		Amortized Cost				
		Amortized Cost				
Due within one year						
Due within one year						
Due within one year	Due within one year	\$	485,733	\$	482,997	
Due after one year but within five years	Due after one year but within five years		223,475		221,922	
Due after one year but within five years						
Due after one year but within five years						
Total	Total	\$	709,208	\$	704,919	
Total						
Total						

Accrued interest receivable of ~~\$4.0 million~~ \$3.9 million and ~~\$2.8 million~~ \$4.4 million was classified in prepaid expenses and other current assets in the condensed consolidated balance sheet as of ~~September 30, 2023~~ ~~March 31, 2024~~ and ~~December 31, 2022~~ December 31, 2023, respectively.

In addition to available-for-sale debt securities, marketable securities also include term bond mutual funds, which are measured at fair value. As of ~~September 30, 2023~~ and ~~December 31, 2022~~ ~~March 31, 2024~~, we did not have any term bond mutual funds. As of December 31, 2023, the fair value of the term bond mutual funds was \$1.6 million and \$1.5 million, respectively. The change in fair value of the term bond mutual funds is recorded in interest and other income, net in the condensed consolidated statements of operations. The realized and unrealized gains recognized in the condensed consolidated statements of operations for the term bond mutual funds were not material during the three and nine months ended ~~September 30, 2023~~ ~~March 31, 2024~~ and ~~2022~~ 2023.

4. Fair Value Measurements

The Company measures its financial assets at fair value each reporting period using a fair value hierarchy that prioritizes the use of observable inputs and minimizes the use of unobservable inputs when measuring fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

Level 1—Inputs are observable and reflect quoted prices in active markets for identical assets or liabilities that the Company has the ability to access at the measurement date.

Level 2—Inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.

Level 3—Inputs that are unobservable.

Money market funds and U.S. treasury securities are classified within Level 1 because they are valued using quoted market prices or alternative pricing sources and models utilizing market observable inputs. Other debt securities and investments are classified within Level 2 if the investments are valued using model driven valuations which use observable inputs such as quoted market prices, benchmark yields, reported trades, broker/dealer quotes or alternative pricing sources with reasonable levels of price

transparency. Available-for-sale debt securities are held by custodians who obtain investment prices from a third-party pricing provider that incorporates standard inputs in various asset price models.

The Company did not have any assets or liabilities subject to fair value remeasurement on a nonrecurring basis as of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023**.

Assets and Liabilities Measured at Fair Value on a Recurring Basis

The following table represents the fair value hierarchy for the Company's financial assets measured at fair value on a recurring basis as of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023** (in thousands):

		September 30, 2023					
		Fair Value Measured Using					
		Level 1	Level 2	Total			
		March 31, 2024					
		March 31, 2024					
		March 31, 2024					
		Fair Value Measured Using			Fair Value Measured Using		
		Level 1	Level 1	Level 2	Total		
Financial assets:	Financial assets:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Cash equivalents:	Cash equivalents:						
Money market funds	Money market funds	\$ 99,040	\$ —	\$ 99,040			
U.S. treasury securities	U.S. treasury securities	213,062	—	213,062			
U.S. government agency securities	U.S. government agency securities	—	3,939	3,939			
Corporate debt securities	Corporate debt securities	—	50,965	50,965			
Marketable securities:	Marketable securities:						

U.S. treasury securities	U.S. treasury securities	239,375	—	239,375
U.S. treasury securities				
U.S. treasury securities				
U.S. government agency securities	U.S. government agency securities	—	408,572	408,572
Corporate debt securities	Corporate debt securities	—	56,972	56,972
Term bond mutual funds		—	1,553	1,553
Certificates of deposit				
Total financial assets	Total financial assets	\$551,477	\$522,001	\$1,073,478
December 31, 2022				
Fair Value Measured Using				
Level 1 Level 2 Total				
December 31, 2023				
December 31, 2023				
December 31, 2023				
Fair Value Measured Using				
Level 1 Level 2 Total				
Financial assets:	Financial assets:			
Cash equivalents:	Cash equivalents:			
Cash equivalents:				
Money market funds				
Money market funds				
Money market funds	Money market funds	\$219,512	\$ —	\$ 219,512
U.S. treasury securities	U.S. treasury securities	13,915	—	13,915

U.S. government agency securities	U.S. government agency securities	—	10,419	10,419
Corporate debt securities	Corporate debt securities	—	1,996	1,996
Marketable securities:	Marketable securities:			
U.S. treasury securities				
U.S. treasury securities	U.S. treasury securities	438,785	—	438,785
U.S. government agency securities	U.S. government agency securities	—	297,513	297,513
Corporate debt securities	Corporate debt securities	—	105,619	105,619
Term bond mutual funds	Term bond mutual funds	—	1,488	1,488
Total financial assets	Total financial assets	\$672,212	\$417,035	\$1,089,247

The fair value of derivative assets and liabilities as of March 31, 2024, and all related unrealized and realized gains and losses during the three months ended March 31, 2024, were not material. As of March 31, 2024, the total notional amount of outstanding designated foreign currency forward contracts was \$58.9 million.

5. Balance Sheet Components

Property and Equipment, net

The following table summarizes property and equipment, net as of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023** (in thousands):

		September 30, 2023	December 31, 2022	
	March 31, 2024			December 31, 2023
Computers	Computers	\$16,743	\$16,552	
Capitalized internal-use software	Capitalized internal-use software	26,728	20,230	
Office equipment	Office equipment	4,096	3,744	
Furniture and fixtures	Furniture and fixtures	8,886	8,881	
Motor vehicles	Motor vehicles	872	1,158	
Leasehold improvements	Leasehold improvements	5,729	5,654	
Construction in progress	Construction in progress	159	224	
Total property and equipment	Total property and equipment	63,213	56,443	

Less: accumulated depreciation and amortization	Less: accumulated depreciation and amortization	(40,285)	(32,304)
Property and equipment, net	Property and equipment, net	\$22,928	\$24,139

Capitalization of costs associated with internal-use software were \$2.0 million capitalization and \$1.2 million amortization for the three months ended September 30, 2023 March 31, 2024 and 2022, respectively; and \$6.5 million and \$5.1 million for the nine months ended September 30, 2023 and 2022, respectively. Amortization expense of capitalized internal-use software was \$1.3 million and \$0.9 million for the three months ended September 30, 2023 and 2022, respectively; and \$3.7 million and \$2.4 million for the nine months ended September 30, 2023 and 2022, respectively. (in thousands):

	Three Months Ended March 31,	
	2024	2023
Capitalization of costs associated with internal-use software	1,581	2,540
Amortization expense of capitalized internal-use software	1,363	1,112
Depreciation expense	1,604	1,743

As of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, the net carrying value of capitalized internal-use software was \$14.0 million \$14.3 million and \$11.2 million \$14.1 million, respectively, respectively.

Depreciation expense was \$1.7 million for each of the three months ended September 30, 2023 and 2022, respectively; and \$5.1 million and \$4.9 million for the nine months ended September 30, 2023 and 2022, respectively.

Accrued Liabilities

The following table summarizes accrued liabilities as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023 (in thousands):

	March 31, 2024		March 31, 2024		December 31, 2023	
			September 30, 2023	December 31, 2022		
Accrued compensation			\$18,239	\$20,192		
Accrued reseller commissions						
Accrued third-party cloud infrastructure expenses			—	2,752		
Accrued reseller commissions						
Accrued reseller commissions	Accrued reseller commissions	Accrued reseller commissions	8,434	7,731		
Accrued advertising and marketing expenses	Accrued advertising and marketing expenses	Accrued advertising and marketing expenses	3,902	4,465		
Advanced payments from customers	Advanced payments from customers	Advanced payments from customers	4,295	3,480		
Accrued taxes	Accrued taxes	Accrued taxes	8,242	7,730		
Operating lease liabilities, current	Operating lease liabilities, current	Operating lease liabilities, current	3,862	6,775		

Contributions withheld for employee stock purchase plan	Contributions withheld for employee stock purchase plan	2,854	1,546
Other accrued expenses	Other accrued expenses	4,836	4,337
Total accrued liabilities	Total accrued liabilities	\$54,664	\$59,008

Noncurrent liabilities include \$21.3 \$20.1 million and \$23.3 \$22.7 million of long term accrued compensation as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively.

6. Leases

The Company has operating leases primarily for office space. The leases have remaining lease terms of one to **nine** eight years, some of which include options to extend the lease for up to an additional six years. The Company's leases do not contain any residual value guarantee.

The following table presents various components of the lease costs (in thousands):

Operating Leases	Operating Leases	Three Months Ended September 30,		Nine Months Ended September 30,		
		2023	2022	2023	2022	
Operating Leases						
Operating Leases						
2024						
2024						
2024						
Operating lease cost						
Operating lease cost						
Operating lease cost	Operating lease cost	\$ 2,652	\$ 2,147	\$ 7,644	\$ 6,026	
Short-term lease cost	Short-term lease cost	76	250	322	907	
Short-term lease cost						
Short-term lease cost						
Variable lease cost	Variable lease cost	823	660	2,394	2,098	
Variable lease cost						
Variable lease cost						

The weighted-average remaining term of the Company's operating leases and the weighted-average discount rate used to measure the present value of the operating lease liabilities are as follows:

Lease Term and	Lease Term and	September 30, 2023	September 30, 2022	Lease Term and Discount Rate	March 31, 2024	March 31, 2023
Discount Rate	Discount Rate	30, 2023	30, 2022			
Weighted-average remaining lease term (in years)	Weighted-average remaining lease term (in years)	5.1	5.0	Weighted-average remaining lease term (in years)	5.2	4.6
Weighted-average discount rate	Weighted-average discount rate	8.7 %	7.3 %	Weighted-average discount rate	9.5 %	7.8 %

The following table presents supplemental information arising from lease transactions. Cash payments related to short-term leases are not included in the measurement of the operating lease liabilities, and as such, are excluded from the amounts below (in thousands):

		Three Months Ended September 30,		Nine Months Ended September 30,	
		Three Months Ended March 31,			
		Three Months Ended March 31,			
		Three Months Ended March 31,			
Supplemental Cash Flow Information:	Supplemental Cash Flow Information:				
Supplemental Cash Flow Information:					
Operating right-of-use ("ROU") assets obtained in exchange for lease obligations					
As of September 30, 2023	As of March 31, 2024	Maturities of the operating lease liabilities are as follows (in thousands):			
Operating Leases					
Remainder of 2023	\$ 253				
2024	8,675				
Operating Leases					
Remainder of 2024					
2025	2025 9,555				
2026	2026 6,356				
2027	2027 5,131				
2028					
Thereafter	Thereafter 10,417				
Total lease payments	40,387				
Less: imputed interest	(9,576)				

Present value of operating lease liabilities	Present value of lease liabilities	\$ 30,811
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As of **September 30, 2023** **March 31, 2024**, there were no material future payments related to signed leases that have not yet commenced.

7. Commitments and Contingencies

Other Contractual Commitments

The Company's other contractual commitments primarily consist of third-party cloud infrastructure agreements and service subscription purchase arrangements used to support operations at the enterprise level. As of **September 30, 2023** **March 31, 2024**, other contractual commitments totaling **\$73.7 million** **\$313.9 million** remain outstanding under these agreements through **2025** **2028**.

Litigation and Loss Contingencies

On November 1, 2022, a purported Company stockholder filed a securities class action complaint in the U.S. District Court for the Northern District of California against the Company, certain of its current officers and directors, and underwriters of the Company's initial public offering (IPO). On April 14, 2023, the court-appointed lead plaintiff filed a consolidated amended class action complaint. The complaint alleges that defendants violated Sections 11, 12(a)(2), and 15 of the Securities Act of 1933 by making material misstatements or omissions in offering documents filed in connection with the IPO. The complaint seeks unspecified damages, interest, fees, costs, and rescission on behalf of purchasers and/or acquirers of common stock issued in the IPO. On September 28, 2023, the court issued an order granting in part and denying in part defendants' motion to dismiss. The Company and the other defendants intend to vigorously defend against the remaining claims in this action.

On March 20, 2023, a purported stockholder derivative complaint was filed in the U.S. District Court for the Northern District of California. The complaint names as defendants the Company's current directors, as well as the Company, as nominal defendant, and asserts state and federal claims based on some of the same alleged misstatements as the securities class action complaint. The derivative complaint seeks unspecified damages, attorneys' fees, and other costs. On June 21, 2023, the court stayed the case in light of the pending securities class action. On October 16, 2023, the court extended the stay of the case in light of the pending securities class action. The Company and the other defendants intend to vigorously defend against the claims in this action.

From time to time, the Company has been and may be in the future subject to other legal proceedings, claims, investigations, and government inquiries (collectively, legal proceedings) in the ordinary course of business. It has received and may receive claims from third parties asserting, among other things, infringement of their intellectual property rights, defamation, labor and employment rights, privacy, and contractual rights. There are no currently pending legal proceedings that the Company believes will have a material adverse impact on the business or condensed consolidated financial statements.

Indemnifications

In the ordinary course of business, the Company enters into contractual arrangements under which the Company agrees to provide indemnification of varying scope and terms to customers, business partners, and other parties with respect to certain matters, including losses arising out of intellectual property infringement claims made by third parties, if the Company has violated applicable laws, if the Company is negligent or commits acts of willful misconduct, and other liabilities with respect to its products and services and its business. In these circumstances, payment is typically conditional on the other party making a claim pursuant to the procedures specified in the particular contract. The Company also indemnifies certain of its officers, directors and certain key employees while they are serving in good faith in their respective capacities. To date, the Company has not incurred any material costs as a result of such indemnifications and has not accrued any liabilities related to such obligations in its condensed consolidated financial statements.

8. Stockholders' Equity and Stock-Based Compensation

Equity Compensation Plans

In August 2021, the board of directors (the Board) adopted the 2021 Equity Incentive Plan (the 2021 Plan) and the 2021 Employee Stock Purchase Plan (ESPP), effective upon the IPO. Pursuant to the 2021 Plan, the Board may grant incentive stock options to purchase shares of the Company's common stock, non-statutory stock options to purchase shares of the Company's common stock, stock appreciation rights, restricted stock, restricted stock units (RSUs), performance awards (PRSUs) and other awards. The ESPP enables eligible employees to purchase shares of the Company's Class A common stock. Both the 2021 Plan and ESPP include an automatic increase to their shares reserve on January 1 of each year as set forth in the respective plan documents.

In August 2022, the Compensation Committee of the Board adopted the 2022 Inducement Plan (the Inducement Plan) in accordance with Listing Rule 5635(c)(4) of the Nasdaq Stock Market. Under the Inducement Plan, nonstatutory stock options, stock appreciation rights, restricted stock, RSUs, PRSUs and other awards may be granted as an inducement material to an eligible person's entering into employment with the Company.

Shares of common stock **outstanding** and **reserved** for future issuance were as follows (in thousands):

	September 30, 2023	March 31, 2024
2011 Stock Plan:		
Options, RSUs and PRSUs outstanding	14,418	5,216
2021 Equity Incentive Plan:		
Options and RSUs outstanding ⁽¹⁾	15,129	14,318
Shares reserved for future award issuances	64,223	84,184
2022 Inducement Plan:		
Options and RSUs outstanding	3,076	3,237
Shares reserved for future award issuances	6,700	6,425
2021 Employee Stock Purchase Plan		
Shares reserved for future award issuances	10,798	13,484
Total shares of common stock outstanding and reserved for issuance	127,675	113,533

(1) Outstanding shares include the Executive PRSUs and 2024 CEO Award, as discussed below, based on 100% achievement of target performance.

2021 Employee Stock Purchase Plan

Under the ESPP, the price at which common stock is purchased is equal to 85% of the fair market value of a share of the Company's common stock on the first day of the offering period or the applicable purchase date, whichever is lower. The fair market value of common stock will generally be the closing sales price on the determination date. The ESPP provides an offering period of 24 months, with four purchase periods that are generally six months long and end on May 15 and November 15 of each year, except for the first purchase period, which began upon the completion of the IPO in September 2021 and ended on May 13, 2022, year. During the nine three months ended September 30, 2023 March 31, 2024 and September 30, 2022 March 31, 2023, the Company issued 367,319 and 510,093 did not issue any shares under the ESPP, respectively, in each case net of shares withheld and retired to satisfy withholding tax requirements for certain employees in jurisdictions outside the United States. The weighted average purchase price was \$11.87 with net proceeds of \$4.3 million in the nine months ended September 30, 2023, and the weighted average purchase price was \$13.76 with net proceeds of \$7.0 million in the nine months ended September 30, 2022, ESPP.

The ESPP also includes a reset provision for the purchase price if the fair market value of a share of the Company's common stock on the first day of any purchase period is less than or equal to the fair market value of a share of the Company's common stock on the first day of an ongoing offering. If the reset provision is triggered, a new 24-month offering period begins. The reset provision under the ESPP was triggered on May 16, 2022, and again on November 16, 2022. Each triggering of the reset provision was considered a modification in accordance with ASC 718, *Stock Based Compensation*, with the modification charge recognized on a straight-line basis over the new offering period. The previous modifications did not have a material effect on the Company's stock-based compensation expense during the three and nine months ended September 30, 2023 March 31, 2024 and March 31, 2023.

Stock-based compensation expense related to ESPP was \$1.5 million \$1.2 million and \$2.2 million \$2.0 million for the three months ended September 30, 2023 March 31, 2024 and 2022, respectively, and \$6.0 million and \$9.4 million for the nine months ended September 30, 2023 and 2022, 2023, respectively.

Determination of Fair Value of the ESPP

The Company estimates the fair value of the ESPP using the Black-Scholes option-pricing model, which requires certain complex valuation assumption inputs such as expected term, expected stock price volatility, risk-free interest rate, and dividend yield. The fair value of each of the four purchase periods is estimated separately. The following table summarizes the range of valuation assumptions used in estimating the fair value of the ESPP during the period:

Valuation Assumption Inputs	Nine Months Ended September 30, 2023		Nine Months Ended September 30, 2022	
	Expected term (in years)	0.5 - 1.5	Stock price volatility	58.1% - 77.3%
Risk-free interest rate	4.47% - 5.26%	1.54% - 2.58%		
Dividend yield	—%	—%		

Stock Options

Stock options are generally granted with an exercise price equal to the fair market value of a share of common stock on the date of grant, have a 10-year contractual term, and vest over a four-year period.

Share Information:	Number of Shares (in thousands)	Weighted-Average Exercise Price	Remaining Contractual Term (in years)	Weighted-Average	
				Aggregate Intrinsic Value (in thousands) ⁽¹⁾	
Balance as of December 31, 2022	2,758	\$ 9.06	7.3	\$	15,595
Stock options exercised	(205)	\$ 0.30			
Stock options cancelled / forfeited / expired	(3)	\$ 0.16			

Balance as of September 30, 2023	2,550	\$ 9.77	6.9 \$	25,883
Options vested and expected to vest as of September 30, 2023	2,550	\$ 9.77	6.9 \$	25,883
Options exercisable as of September 30, 2023	1,188	\$ 5.37	4.6 \$	17,289

Share Information:	Number of Shares (in thousands)	Weighted-Average			Aggregate Intrinsic Value (in thousands) ⁽¹⁾
		Weighted-Average Exercise Price	Remaining Contractual Term (in years)	Aggregate Intrinsic Value (in thousands) ⁽¹⁾	
Balance as of December 31, 2023	2,395	\$ 10.39	7.0	\$ 31,368	
Stock options exercised	(32)	\$ 0.31			
Stock options cancelled / forfeited / expired	—	\$ —			
Balance as of March 31, 2024	2,363	\$ 10.53	6.8	\$ 18,147	
Options vested and expected to vest as of March 31, 2024	2,363	\$ 10.53	6.8	\$ 18,147	
Options exercisable as of March 31, 2024	1,228	\$ 7.68	5.4	\$ 12,926	

(1) Aggregate intrinsic value for stock options represents the difference between the exercise price and the per share fair value of the Company's common stock as of the end of the period, multiplied by the number of stock options outstanding, exercisable, or vested.

Restricted Stock Units

RSUs are granted at fair market value at the date of the grant and typically vest over a four-year period.

RSU activity, which includes PRSUs, during the **nine three** months ended **September 30, 2023 is March 31, 2024** was as follows:

Share Information:	Number of Shares	Weighted-Average Grant	
		Date	Fair Value Per Share
		(in thousands, except per share data)	
Unvested, as of December 31, 2022	32,253	\$ 18.86	
Granted	9,164	\$ 14.04	
Vested ⁽¹⁾	(8,350)	\$ 16.42	
Forfeited	(3,805)	\$ 17.31	
Unvested, as of September 30, 2023	29,262	\$ 18.25	

Share Information:	Number of Shares	Weighted-Average Grant	
		Date	Fair Value Per Share
		(in thousands, except per share data)	
Unvested, as of December 31, 2023	26,755	\$ 18.44	
Granted ⁽¹⁾	4,567	\$ 30.14	
Vested ⁽²⁾	(2,801)	\$ 16.09	
Forfeited/Cancelled ⁽³⁾	(7,302)	\$ 20.79	
Unvested, as of March 31, 2024	21,219	\$ 20.45	

(1) During the **nine three** months ended **September 30, 2023** **March 31, 2024**, shares granted includes 0.9 million shares granted to the CEO as long-term equity incentive award accounted for as a modification with a weighted average grant date fair value of \$69.78 per share. Refer to the CEO Awards discussion below.

(2) During the three months ended **March 31, 2024**, total shares that vested were **8.3 million** 2.8 million, of which **3.2 million** 1.0 million were withheld for tax purposes.

(3) Shares forfeited includes the cancellation of the CEO Performance Award consisting of 6,000,000 PRSUs discussed in the CEO Awards section below.

The total fair value of vested RSUs during the three months ended **September 30, 2023** **March 31, 2024** and **2022** **2023** was **\$50.7 million** \$45.1 million and **\$42.4 million**, respectively. For the nine months ended **September 30, 2023** and **2022**, the total fair value of vested RSUs was **\$137.1 million** and **\$191.4 million** \$39.0 million, respectively.

Performance-Based Awards

In May 2019, the Board approved a grant of 166,390 shares of PRSUs to the Company's Chief Executive Officer (CEO). The vesting of these PRSUs is contingent upon the satisfaction of certain milestones. The revenue-related milestone and the liquidity event condition were met prior to December 31, 2021. As of September 30, 2023, the time-based vesting was the only condition yet to be satisfied over the remaining requisite service period, and the number of shares to vest subject to this condition is insignificant. CEO Awards

In September 2021, the Board approved a grant of 6,000,000 PRSUs to the Company's CEO with a time-based service condition beginning January 1, 2022, and a market condition involving five separate stock price targets hurdles ranging from \$70.00 to \$200.00 per share for each of the five vesting tranches (CEO Performance Award). These stock price targets will be measured based on the average closing price over a consecutive 60-trading day period, beginning on the first trading day after the expiration of the final lock-up period in February 2022. The vesting of the CEO Performance Award is contingent upon the completion of the requisite service through January 1, 2029 and the achievement of the specified stock price target in each tranche on or before January 1, 2029. The stock price targets are not required to be achieved within the service period of each tranche, and accordingly, multiple tranches can vest at the same date if the specified stock price targets are achieved after December 31, 2025. The

CEO Performance Award had a total grant date fair value of \$131.0 million. The fair \$131.0 million. During the three months ended March 31, 2024 and 2023, the Company recognized \$4.6 million and \$6.9 million of stock-based compensation expense related to this CEO Performance Award.

As a result of macroeconomic conditions outside the control of the Company's leadership team, the five separate stock price hurdles were considered by the Board to be too high for the CEO Performance Award to have the retention value expected at the time the award was granted. In February 2024, the Board approved the cancellation of the CEO Performance Award was determined at and the grant date by using the Monte Carlo simulation model, which requires certain complex valuation assumption inputs such as measurement period, expected stock price volatility, risk-free interest rate and dividend yield, of a 2024 CEO Award with a fair value of \$19 million, both effective March 1, 2024.

The Company accounted for the 2024 CEO Award as a modification. There were no incremental costs recognized as a result of the modification and the remaining unrecognized stock-based compensation expense associated with PRSUs granted to from the CEO Performance Award of \$7.1 million for each \$61.9 million will be recognized over the vesting period of the new 2024 CEO Award. The 2024 CEO Award comprised of 70% time-based RSUs that vest quarterly over four years and 30% PRSUs with the same terms as the Executive PRSUs discussed below. For the three months ended September 30, 2023 March 31, 2024, the Company recognized \$1.9 million of stock-based compensation expense related to the 2024 CEO Award.

Executive PRSUs

In February 2024, the Board approved PRSUs to be granted to certain members of the executive team (Executive PRSUs), subject to service and 2022 performance-based vesting conditions. The performance-based vesting conditions include revenue and \$21.0 million free cash flow targets over the performance period from January 1 to December 31, 2024, and vest over 3 years from the grant date. 70% and 30% of each Executive PRSU award will be earned based on the Company's achievement of revenue and free cash flow targets, respectively. The performance targets allow the Company's executives to earn up to a maximum of 177.5% of target performance in the aggregate for significant outperformance.

The fair value of each PRSU is based on the nine fair value of the Company's common stock on the date of grant. Stock-based compensation associated with these Executive PRSUs is recognized using the accelerated attribution method over the requisite service period, based on the Company's periodic assessment of the probability that the performance will be achieved. For the three months ended September 30, 2023 and 2022, these expenses were recorded in general and administrative expenses in March 31, 2024, the condensed consolidated statements Company recognized \$0.6 million of operations, stock-based compensation expense related to the Executive PRSUs.

Stock-Based Compensation

Total stock-based compensation expense recorded for the three and nine months ended September 30, 2023 March 31, 2024 and 2022 2023 was as follows (in thousands):

		Three Months Ended September 30,		Nine Months Ended September 30,	
		2023	2022	2023	2022
Three Months Ended March 31,					
Three Months Ended March 31,					
Three Months Ended March 31,					
2024					
2024					
2024					
Cost of revenue	Cost of revenue	\$ 1,710	\$ 1,772	\$ 5,137	\$ 5,212
Research and development		9,623	10,318	28,662	26,446
Sales and marketing ⁽¹⁾		18,757	16,635	51,786	44,204
Cost of revenue					
Cost of revenue					
Research and development ⁽¹⁾					
Research and development ⁽¹⁾					
Research and development ⁽¹⁾					
Sales and marketing					
Sales and marketing					
Sales and marketing					
General and administrative ⁽²⁾					
General and administrative ⁽²⁾					
General and administrative ⁽²⁾	General and administrative ⁽²⁾	25,035	25,167	74,482	74,790

Stock-based compensation, net of amounts capitalized	Stock-based compensation, net of amounts capitalized	55,125	53,892	160,067	150,652
Stock-based compensation, net of amounts capitalized					
Stock-based compensation, net of amounts capitalized					
Capitalized stock-based compensation					
Capitalized stock-based compensation					
Capitalized stock-based compensation	Capitalized stock-based compensation	484	52	1,422	1,275
Total stock-based compensation expense	Total stock-based compensation expense	\$ 55,609	\$ 53,944	\$ 161,489	\$ 151,927

(1) Sales and marketing expense includes \$2.4 million and \$7.1 million for the three and nine months ended September 30, 2023, respectively, of stock-based compensation expense related to RSUs, options and ESPP purchase rights granted to the President of the Company primarily granted in September 2022. Stock-based compensation expense related to awards granted to research and development in the President consolidated statements of operations excludes amounts that were not material during the three and nine months ended September 30, 2022.

capitalized for internal-use software.

(2) General and administrative expense includes \$13.5 million and \$13.8 million of stock-based compensation expense for the three months ended March 31, 2024 and 2023, respectively, associated with RSUs and PRSUs granted to our CEO primarily in September 2021 of \$14.1 million for each of the three months ended September 30, 2023 and 2022, and \$41.8 million for each of the nine months ended September 30, 2023 and 2022, CEO.

As of September 30, 2023 March 31, 2024, unrecognized stock-based compensation expense related to unvested stock-based awards was as follows (in thousands, except for period data):

		September 30, 2023			
		Weighted-Average Period to Recognize			
		Unrecognized Stock-Based Compensation	Expense (in years)		
		Unrecognized Stock-Based Compensation	Expense (in years)		
		March 31, 2024		March 31, 2024	
		Unrecognized Stock-Based Compensation		Unrecognized Stock-Based Compensation	Weighted-Average Period to Recognize
RSUs and PRSUs	RSUs and PRSUs	\$ 441,719	2.8	RSUs and PRSUs	2.4
Stock options	Stock options	10,955	2.9	Stock options	2.4
ESPP	ESPP	5,750	0.8	ESPP	0.5
Total unrecognized stock-based compensation expense	Total unrecognized stock-based compensation expense	\$ 458,424			

9. Net Loss Per Share

Basic net loss per share attributable to common stockholders is computed by dividing the net loss by the number of weighted-average outstanding shares of common stock. Diluted net loss per share attributable to common stockholders is determined by giving effect to all potential common equivalents during the reporting period, unless including them yields an antidilutive result. The Company considers its stock options and RSUs as potential common stock equivalents, but excluded them from the computation of diluted net loss per share attributable to common stockholders for the three and nine months ended September 30, 2023 March 31, 2024 and 2022, 2023, as their effect was antidilutive.

The rights, including the liquidation and dividend rights, of the holders of Class A and Class B common stock are identical, except with respect to voting, conversion, and transfer rights. As the liquidation and dividend rights are identical, the undistributed earnings are allocated on a proportionate basis to each class of common stock and the resulting basic and diluted net loss per share attributable to common stockholders, are the same for both Class A and Class B common stock on both an individual and combined basis.

The following table sets forth the computation of basic and diluted net loss per share attributable to common stockholders (in thousands, except per share data):

	Three Months Ended March 31,		Nine Months Ended September 30,	
	2024	2023	2024	2023
Numerator:				
Numerator:				
Numerator:				
Net loss				
Net loss				
Net loss				
	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
Numerator:				
Net loss	\$ (31,033)	\$ (57,843)	\$ (109,355)	\$ (176,655)
Denominator:				
Denominator:				
Denominator:	Denominator:			
Weighted-average shares used in computing net loss per share attributable to Class A and Class B common stockholders - basic and diluted	Weighted-average shares used in computing net loss per share attributable to Class A and Class B common stockholders - basic and diluted	294,146	286,697	292,103
Weighted-average shares used in computing net loss per share attributable to Class A and Class B common stockholders - basic and diluted	Weighted-average shares used in computing net loss per share attributable to Class A and Class B common stockholders - basic and diluted	294,146	286,697	283,258
Net loss per share attributable to Class A and Class B common stockholders - basic and diluted	Net loss per share attributable to Class A and Class B common stockholders - basic and diluted	\$ (0.11)	\$ (0.20)	\$ (0.37)
Net loss per share attributable to Class A and Class B common stockholders - basic and diluted	Net loss per share attributable to Class A and Class B common stockholders - basic and diluted	\$ (0.11)	\$ (0.20)	\$ (0.62)

Net loss per share attributable to
Class A and Class B common
stockholders - basic and diluted

The following table summarizes the potential common equivalents that were excluded from the computation of diluted net loss per share attributable to Class A and Class B common stockholders for the periods presented (in thousands):

		Three Months Ended March 31, 2024	Three Months Ended March 31, 2024	Three Months Ended March 31, 2024
RSUs and PRSUs				Three and Nine Months Ended September 30,
RSUs and PRSUs			2023	2022
RSUs and PRSUs	RSUs and PRSUs	29,262		35,771
Stock options	Stock options	2,550		2,781
Stock options				
Stock options				
ESPP				
ESPP	ESPP	241		359
Total	Total	32,053		38,911
Total				
Total				

10. Income Taxes

The Company's quarterly tax provision and estimates of its annual effective tax rate are estimates due to several factors, including changes in pre-tax income (or loss), the mix of jurisdictions to which such income relates, discrete items (such as windfalls or shortfalls from stock-based compensation) in the period offset with our valuation allowance. The provision for income taxes was \$3.3 million each and \$1.8 million for the three months ended September 30, 2023 March 31, 2024 and 2022, respectively, and \$10.9 million and \$6.5 million 2023 as profits before tax for foreign jurisdictions remained relatively flat for the nine three months ended September 30, 2023 March 31, 2024 and 2022, respectively. The increase in the provision for income taxes in the three and nine months ended September 30, 2023, as compared to the same periods in 2022, was primarily due to an increase in profit before tax from foreign jurisdictions. 2023.

11. Geographic Information

Revenue by geographic location is determined based on the customers' billing address. The following table summarizes revenue by geographic location (in thousands):

		Three Months Ended September 30, 2023	2022	Three Months Ended September 30, 2023	2022	Nine Months Ended September 30, 2023	2022
		Three Months Ended March 31, 2024		Three Months Ended March 31, 2024		Three Months Ended March 31, 2024	
		2024		2024		2024	
North America	North America	\$ 68,847	\$ 56,288	\$ 194,158	\$ 157,178		
Europe, Middle East and Africa	Europe, Middle East and Africa	59,128	49,786	168,332	143,169		
Europe, Middle East and Africa							

Europe, Middle East and Africa

Asia Pacific

Asia Pacific

Asia Pacific	Asia Pacific	21,111	19,296	61,497	55,015
Other	Other	4,464	3,390	12,334	9,467
Other					
Other					
Total revenue	Total revenue	\$ 153,550	\$ 128,760	\$ 436,321	\$ 364,829
Total revenue					
Total revenue					

Revenue from North America consists primarily of revenue from the United States. For the three months ended **September 30, 2023** **March 31, 2024** and **2022**, **2023**, revenue generated from the United States was **\$60.1 million** **\$65.9 million** and **\$49.7 million** **\$53.9 million**, or approximately **38%** **40%** and **39%** of total consolidated revenue, respectively. For the nine months ended **September 30, 2023** and **2022**, revenue generated from the United States was **\$171.3 million** and **\$138.7 million**, or approximately **39%** and **38%** of total consolidated revenue, respectively. The United Kingdom, included within Europe, Middle East and Africa in the table above, contributed **\$19.4 million** **\$21.2 million** and **\$16.3 million** **\$17.1 million**, or approximately **12%** **13%** and **13%** **12%** of total consolidated revenue for the three months ended **September 30, 2023** **March 31, 2024** and **2022**, respectively. For the nine months ended **September 30, 2023** and **2022**, the United Kingdom, included within Europe, Middle East and Africa

in the table above, contributed **\$54.9 million** and **\$47.0 million**, or approximately **12%** and **13%** of total consolidated revenue, **2023**, respectively.

Long-lived assets consist primarily of property, plant and equipment and ROU assets. The following table summarizes long-lived assets by geographic information (in thousands):

		September 30, December			
		2023	31, 2022		
		March			
		31,			
		2024		March 31, 2024	
North America	North America	\$ 23,627	\$ 23,839		
Europe, Middle East and Africa	Europe, Middle East and Africa	2,652	4,039		
Asia Pacific	Asia Pacific	28,895	29,285		
Total long-lived assets	Total long-lived assets	\$ 55,174	\$ 57,163		

Long-lived assets in North America are primarily located in the United States, and long lived long-lived assets in Asia Pacific are primarily located in India.

12. Subsequent Event

On April 30, 2024, the Company entered into a definitive agreement to acquire all outstanding shares of D42 Parent, Inc. ("Device42"), an IT asset management company, for \$230 million, on a cash-free, debt-free basis, subject to customary purchase price adjustments. The acquisition will further strengthen the Company's IT solutions for midmarket and enterprise companies and is subject to regulatory approvals and other customary closing conditions.

ITEM 2. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

The following discussion and analysis of our financial condition and results of operations should be read in conjunction with our unaudited condensed consolidated financial statements and related notes that appear elsewhere in this Quarterly Report on Form 10-Q and our audited consolidated financial statements and the related notes and the discussion under the heading "Management's Discussion and Analysis of Financial Condition and Results of Operations" for the year ended **December 31, 2022** **December 31, 2023** included in the Annual Report on Form 10-K. As described in the section titled "Special Note About Forward-Looking Statements," the following discussion contains forward-looking statements that reflect our plans, estimates and beliefs. Our actual results could differ materially from those discussed in the forward-looking statements. Factors that could cause or contribute to these differences include those discussed below and elsewhere in this Quarterly Report on Form 10-Q, particularly in the section titled "Risk Factors," and in the section titled "Risk Factors" in our Quarterly Report on Form 10-Q for the quarterly period ended March 31, 2023.

Overview

Our mission is to make it fast and easy for businesses to delight their customers and employees.

We provide businesses with modern and innovative AI-guided customer and employee service solutions that enable companies of all sizes to drive delightful engagement and increase productivity. We started with modern SaaS products that are designed with the end-user in mind. Our primary product offerings include Freshdesk, our customer experience (CX) product; service (CS) product, and later expanded our offering to include Freshservice, our IT and employee service management (ITSM) product; product. Next, we introduced Freshsales and Freshmarketer, our sales force and marketing automation solutions; solutions, and Freshchat, our messaging/chat product offering.

We generate revenue primarily from the sale of subscriptions for accessing our cloud-based software products over the contract term. Our We generally enter into subscription arrangements with our customers on monthly, annual, or multi-year terms and invoice customers in advance in either monthly quarterly, semi-annual, and or annual plans, and we typically invoice for the full term in advance. installments. We also sell professional services that include product configuration, data migration, systems integration, and training. Professional services revenue is recognized as services are performed.

Our customer base and operations have scaled over time. Our total revenue was \$153.6 million \$165.1 million and \$128.8 million \$137.7 million in the three months ended September 30, 2023 March 31, 2024 and 2022, 2023, respectively, representing a year-over-year growth rate of 19%; and \$436.3 million and \$364.8 million in the nine months ended September 30, 2023 and 2022, respectively; representing a year-over-year growth rate of 20%. We incurred operating losses of \$38.7 million \$32.2 million and \$58.3 million \$48.1 million for three months ended September 30, 2023 March 31, 2024 and 2022, respectively; and \$130.1 million and \$172.8 million for the nine months ended September 30, 2023 and 2022, 2023, respectively.

Macroeconomic and Other Factors

Current macroeconomic uncertainties, including inflationary pressures, significant volatility in global markets, and geopolitical developments and the impacts of the COVID-19 pandemic have impacted and may continue to impact business spending and the overall economy, and in turn our business. These macroeconomic events could adversely affect demand for our products and services. Additionally, foreign currency exchange rate fluctuations negatively impacted our revenue growth in 2022. During the third quarter of 2023, while the Euro historically and British Pound remained relatively stable against the U.S. dollar, volatility in the foreign currency market may still exists. exist. Compared to prior year, the first quarter of 2023, the United States Dollar weakened against the Euro and British Pound which contributed to positive impacts in our results of operations. operations during the current quarter. For the quarters ended September 30, 2023 March 31, 2024, June 30, 2023 December 31, 2023 and September 30, 2022 March 31, 2023, we had approximately 27% 28%, 27% and 26%, respectively, of revenue exposure related to the Euro and British Pound. If adverse conditions persist, arise, they could have a material adverse impact on our results and our ability to accurately predict our future results and earnings.

Given our subscription-based business model, the effects of the macroeconomic conditions may not be fully reflected in our revenue until future periods. The ultimate impact on our business and operations remains highly uncertain, and it is not possible for us to predict the duration and extent to which this will affect our business, productivity of our employees, future results of operations, and financial condition. See the section titled "Risk

Factors" in our Quarterly Report on Form 10-Q for the quarterly period ended March 31, 2023 for further discussion of the challenges and risks we have encountered and could encounter related to these macroeconomic events.

Key Business Metrics

We monitor and review a number of metrics, including the following key metrics, to evaluate our business, measure our performance, identify trends affecting our business, formulate financial projections, and make strategic decisions. Key business metrics and our financial performance are impacted by various factors discussed below, including fluctuations in the value of foreign currencies relative to the U.S. dollar. We also review customer data used for calculating these key business metrics on an ongoing basis and make necessary modifications resulting from such review. We believe these key business metrics provide meaningful supplemental information for management and investors in assessing our operating performance.

		September 30,					
		2023	2022	% Growth			
		March 31,			March 31,		
		2024	2023	% Growth	2024	2023	% Growth
Number of customers contributing more than \$5,000 in ARR	Number of customers contributing more than \$5,000 in ARR	19,551	16,713	17 %	20,549	18,441	11 %
ARR from customers contributing more than \$5,000 in ARR as a percentage of total ARR	ARR from customers contributing more than \$5,000 in ARR as a percentage of total ARR	88 %	86 %				
Net dollar retention rate	Net dollar retention rate	108 %	107 %				
Net dollar retention rate							

Net dollar retention rate

Number of Customers Contributing More Than \$5,000 in ARR

We define our total customers contributing more than \$5,000 in annual recurring revenue (ARR) as of a particular date as the number of business entities or individuals, represented by a unique domain or a unique email address, with one or more paid subscriptions to one or more of our products that contributed more than \$5,000 in ARR. We believe that the number of customers that contribute more than \$5,000 in ARR is an indicator of our success in attracting, retaining, and expanding with larger businesses.

Net Dollar Retention Rate

Our net dollar retention rate measures our ability to increase revenue across our existing customer base through expansion of users and products associated with a customer as offset by our churn and contraction in the number of users and products associated with a customer. To calculate net dollar retention rate as of a particular date, we first determine "Entering ARR," which is ARR from the population of our customers as of 12 months prior to the end of the reporting period. We then calculate the "Ending ARR," which is ARR from the same set of customers as of the end of the reporting period. We then divide the Ending ARR by the Entering ARR to arrive at our net dollar retention rate. Ending ARR includes upsells, cross-sells, and renewals during the measurement period and is net of any contraction or attrition over this period.

We define ARR as the sum total of subscription revenue we would contractually expect to recognize over the next 12 months from all customers at a point in time, assuming no increases, reductions, or cancellations in their subscriptions. For monthly subscriptions, we take the recurring revenue run-rate of such subscriptions for the last month of the period and multiply it by 12 to get to ARR. While monthly subscribers as a group have historically maintained or increased their subscriptions over time, there is no guarantee that any particular customer on a monthly subscription will renew its subscription in any given month, and therefore the calculation of ARR for these monthly subscriptions may not accurately reflect revenue to be received over a 12-month period from such customers, and net dollar retention rate may reflect a higher rate than the actual rate if customers on monthly subscriptions choose not to renew during the course of the 12 months. Monthly subscriptions represented 18%^{16%} and 21%^{19%} of ARR as of September 30, 2023 March 31, 2024 and 2022, 2023, respectively. The net dollar retention rate for customers on monthly contracts has generally been lower than our overall net dollar retention rate. In addition, as part of our regular review of customer data that includes reviewing customers purchasing our products via resellers so we can properly attribute them as end customers, we may make adjustments that could impact the calculation of net dollar retention rate.

Our net dollar retention rate was 108%^{106%} as of September 30, 2023. On constant currency basis, our net dollar retention rate was 106% March 31, 2024, which was a decrease from 107% as of September 30, 2022 March 31, 2023 primarily due to lower expansion within existing customers driven by macroeconomic pressures. We expect our net dollar retention rate could fluctuate in future periods due to a number of factors, including, but not limited to,

difficult macroeconomic conditions, our expected growth, the level of penetration within our customer base, our ability to upsell and cross-sell products to existing customers, and our ability to retain our customers.

Non-GAAP Financial Measures

In addition to our results determined in accordance with U.S. generally accepted accounting principles (GAAP), we believe the following non-GAAP financial measures are useful in evaluating our operating performance: non-GAAP income (loss) from operations, non-GAAP net income, (loss), and free cash flow. We use these non-GAAP financial measures to evaluate our ongoing operations and for internal planning and forecasting purposes. We believe these non-GAAP financial measures may be helpful to investors because they provide consistency and comparability with past financial performance.

Non-GAAP financial measures have limitations in their usefulness to investors and should not be considered in isolation or as substitutes for financial information presented under GAAP. Non-GAAP financial measures have no standardized meaning prescribed by GAAP and are not prepared under any comprehensive set of accounting rules or principles. In addition, other companies, including companies in our industry, may calculate similarly titled non-GAAP financial measures differently or may use other measures to evaluate their performance, all of which could reduce the usefulness of our non-GAAP financial measures as tools for comparison. As a result, our non-GAAP financial measures are presented for supplemental informational purposes only.

We exclude the following items from one or more of our non-GAAP financial measures, including the related income tax effect of these adjustments:

- *Stock-based compensation expense.* We exclude stock-based compensation, which is a non-cash expense, from certain of our non-GAAP financial measures because we believe that excluding this expense provides meaningful supplemental information regarding operational performance. In particular, stock-based compensation expense is not comparable across companies given the variety of valuation methodologies and assumptions.
- *Employer payroll taxes on employee stock transactions.* We exclude the amount of employer payroll taxes on equity awards from certain of our non-GAAP financial measures because they are dependent on our stock price at the time of vesting or exercise and other factors that are beyond our control and do not believe these expenses have a direct correlation to the operation of the business.
- *Amortization of acquired intangibles.* We exclude amortization of acquired intangibles, which is a non-cash expense, from certain of our non-GAAP financial measures. Our expenses for amortization of acquired intangibles are inconsistent in amount and frequency because they are significantly affected by the timing, size of acquisitions, and the allocation of purchase price. We exclude these amortization expenses because we do not believe these expenses have a direct correlation to the operation of our business.

Non-GAAP Income (Loss) From Operations and Non-GAAP Net Income (Loss)

We define non-GAAP income (loss) from operations as GAAP loss from operations, excluding stock-based compensation expense, employer payroll taxes on employee stock transactions, and amortization of acquired intangibles.

We define non-GAAP net income (loss) as GAAP net loss, excluding stock-based compensation expense, employer payroll taxes on employee stock transactions and amortization of acquired intangibles, net of their related tax effects.

The following tables present a reconciliation of our GAAP loss from operations to our non-GAAP income (loss) from operations and our GAAP net loss to our non-GAAP net income (loss) for each of the periods presented (in thousands):

Non-GAAP Income (Loss) from Operations

		Three Months Ended September 30,		Nine Months Ended September 30,	
		2023	2022	2023	2022
Three Months Ended March 31,					
Three Months Ended March 31,					
Three Months Ended March 31,					
2024					
2024					
2024					
Loss from operations					
Loss from operations					
Loss from operations	Loss from operations	\$ (38,735)	\$ (58,288)	\$ (130,131)	\$ (172,764)
Non-GAAP adjustments:	Non-GAAP adjustments:				
Non-GAAP adjustments:					
Non-GAAP adjustments:					
Stock-based compensation expense					
Stock-based compensation expense					
Stock-based compensation expense	Stock-based compensation expense	55,125	53,892	160,067	150,652
Employer payroll taxes on employee stock transactions	Employer payroll taxes on employee stock transactions	1,008	994	2,766	1,309
Employer payroll taxes on employee stock transactions					
Employer payroll taxes on employee stock transactions					
Amortization of acquired intangibles	Amortization of acquired intangibles	—	276	303	1,315
Non-GAAP income (loss) from operations		\$ 17,398	\$ (3,126)	\$ 33,005	\$ (19,488)
Amortization of acquired intangibles					
Amortization of acquired intangibles					
Non-GAAP income from operations					
Non-GAAP income from operations					
Non-GAAP income from operations					

Non-GAAP Net Income (Loss)

		Three Months Ended September 30,		Nine Months Ended September 30,	
		2023	2022	2023	2022
Three Months Ended March 31,					
Three Months Ended March 31,					
Three Months Ended March 31,					
2024					
2024					
2024					
Net loss					
Net loss					

Net loss	Net loss	\$ (31,033)	\$ (57,843)	\$ (109,355)	\$ (176,655)
Non-GAAP adjustments:	Non-GAAP adjustments:				
Non-GAAP adjustments:					
Non-GAAP adjustments:					
Stock-based compensation expense	Stock-based compensation expense				
Stock-based compensation expense	Stock-based compensation expense	55,125	53,892	160,067	150,652
Employer payroll taxes on employee stock transactions	Employer payroll taxes on employee stock transactions	1,008	994	2,766	1,309
Employer payroll taxes on employee stock transactions					
Employer payroll taxes on employee stock transactions					
Amortization of acquired intangibles	Amortization of acquired intangibles				
Amortization of acquired intangibles	Amortization of acquired intangibles	—	276	303	1,315
Income tax adjustments	Income tax adjustments	479	565	1,617	1,528
Non-GAAP net income (loss)		\$ 25,579	\$ (2,116)	\$ 55,398	\$ (21,851)
Income tax adjustments					
Income tax adjustments					
Non-GAAP net income					
Non-GAAP net income					
Non-GAAP net income					

Free Cash Flow

We define free cash flow as net cash provided by (used in) operating activities, less purchases of property and equipment and capitalized internal-use software costs. We believe that free cash flow is a useful indicator of liquidity as it measures our ability to generate cash from our core operations after purchases of property and equipment. Free cash flow is a measure to determine, among other things, cash available for strategic initiatives, including further investments in our business and potential acquisitions of businesses.

The following table presents a reconciliation of free cash flow to net cash provided by (used in) operating activities, the most directly comparable measure calculated in accordance with GAAP for each of the periods presented (in thousands):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023		2022	
	Net cash provided by (used in) operating activities	\$ 23,913	\$ (4,223)	\$ 55,312
			Three Months Ended March 31,	
			Three Months Ended March 31,	
			Three Months Ended March 31,	
			2024	
			2024	
			2024	
Net cash provided by operating activities				
Net cash provided by operating activities				

Net cash provided by operating activities					
Less:					
Less:					
Less:					
Purchases of property and equipment	Purchases of property and equipment	(278)	(1,907)	(990)	(5,288)
Purchases of property and equipment					
Purchases of property and equipment					
Capitalized internal-use software					
Capitalized internal-use software					
Capitalized internal-use software	Capitalized internal-use software	(1,564)	(1,106)	(5,075)	(3,828)
Free cash flow	Free cash flow	\$ 22,071	\$ (7,236)	\$ 49,247	\$ (18,808)
Free cash flow					
Free cash flow					
Net cash provided by (used in) investing activities					
Net cash provided by (used in) investing activities					
Net cash provided by (used in) investing activities	Net cash provided by (used in) investing activities	\$ 102,144	\$ (140,210)	\$ 146,280	\$ (161,074)
Net cash used in financing activities	Net cash used in financing activities	\$ (24,029)	\$ (13,365)	\$ (47,409)	\$ (144,716)
Net cash used in financing activities					
Net cash used in financing activities					

Components of Our Results of Operations

Revenue

Substantially all of our revenue is derived from subscriptions, which is comprised of fees paid by customers for accessing our cloud-based software products during the term of the subscription. Subscription revenue is recognized ratably over the contract term beginning on the commencement date of each subscription, which is the date that the cloud-based software is made available to customers.

Professional services revenue comprises less than 5% of total revenue and includes fees charged for product configuration, data migration, systems integration, and training. Professional services revenue is recognized as services are performed.

Our We generally enter into subscription arrangements are available agreements with our customers on monthly, annual, or multi-year terms and invoice customers in advance in either monthly quarterly, semi-annual, and or annual plans, and we typically invoice for the full term in advance, installments. Our payment terms generally require the customers to pay the invoiced amount in advance or within 30 days from the invoice date. Our professional services are generally billed in advance along with the related subscription arrangements.

Cost of Revenue

Cost of revenue consists primarily of personnel-related expenses (including salaries, related benefits, and stock-based compensation expense) for employees associated with our cloud-based infrastructure, payment gateway fees, voice, product support, and professional services organizations, as well as costs for hosting capabilities. Cost of revenue also includes third-party license fees, amortization of acquired technology intangibles, amortization of capitalized internal-use software, and allocation of general overhead costs such as facilities and information technology.

We expect our cost of revenue to continue to increase in dollar amount as we invest additional resources in our cloud-based infrastructure and customer support and professional services organizations. However, our gross profit and gross margin may fluctuate from period to period due to the timing and extent of our investments in third-party hosting capacity, expansion of our cloud-based infrastructure, customer support, and professional services organizations, as well as the amortization of costs associated with capitalized internal-use software.

Overhead Allocation

We allocate shared costs, such as facilities costs (including rent, utilities, and depreciation on capital expenditures related to facilities shared by multiple departments), information technology costs, and certain administrative personnel costs to all departments based on headcount and location. Allocated shared costs are reflected in each of the expense categories described below, in addition to cost of revenue as described above.

Operating Expenses

Research and Development. Research and development expense consists primarily of personnel-related costs, including salaries, related benefits, and stock-based compensation expense for engineering and product development employees, software license fees, rental of office premises, third-party product development services and consulting expenses, and depreciation expense for equipment used in research and development activities. We capitalize a portion of our research and development expenses that meet the criteria for capitalization of internal-use software. All other research and development costs are expensed as incurred.

We believe that continued investment in our products is important for our growth, and as such, we expect that our research and development expenses will continue to increase in dollar amount for the foreseeable future, however, we expect it to decline as a percentage of revenue over the longer term. This percentage may fluctuate from period to period depending upon the timing and amount of these expenses.

Sales and Marketing. Sales and marketing expense consists primarily of personnel-related costs, including salaries, related benefits, and stock-based compensation expense for our sales personnel, sales commissions for our sales force and reseller commissions for our channel sales partners, as well as costs associated with marketing

activities, travel and entertainment costs, software license fees, and rental of office premises. Sales commissions that

are considered incremental costs incurred to obtain contracts with customers are deferred and amortized over the expected benefit period of three years. Marketing activities include online lead generation, advertising, and promotional events.

We expect to continue to make significant investments as we expand our customer acquisition, retention efforts and in-person marketing events and associated business travel. As a result, we expect that our sales and marketing expenses will continue to increase in dollar amount for the foreseeable future, however, we expect it to decline as a percentage of revenue over the longer term. This percentage may fluctuate from period to period depending upon the timing and amount of these expenses.

General and Administrative. General and administrative expense consists primarily of personnel-related costs, including salaries, related benefits, and stock-based compensation expense for certain executives and other general and administrative personnel, third-party professional services fees, including consulting, legal, audit, and accounting services, travel and entertainment costs, accounting, legal, human resources, and recruiting personnel, costs of director and officer insurance, costs associated with acquisitions of businesses, software license fees, and rental of office premises.

As a publicly traded company, we expect to increase personnel-related and professional service expenses associated with ongoing compliance and reporting obligations and costs to broaden our IT related infrastructure. Our general and administrative expenses are expected to continue to increase in dollar amount for the foreseeable future, however, we expect it to decline as a percentage of revenue over the longer term. This percentage may fluctuate from period to period depending upon the timing and amount of our general and administrative expenses.

Interest and Other Income (Expense), Net

Interest and other income (expense), net primarily consists of interest income from our investment portfolios, amortization of premium or discount on marketable securities, and foreign currency gains and losses.

Provision for Income Taxes

Provision for income tax consists primarily of income taxes related to U.S. states and foreign jurisdictions in which we conduct business. We maintain a full valuation allowance on our U.S. federal and state net deferred tax assets as we have concluded that it is not more likely than not that the deferred tax assets will be realized. Our effective tax rate is affected by tax rates in foreign jurisdictions and the relative amounts of income we earn in those jurisdictions, as well as non-deductible expenses, such as stock-based compensation, and changes in our valuation allowance.

Results of Operations

The following table sets forth our consolidated statements of operations data for the periods presented (in thousands):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
Revenue				
Revenue				
Revenue	Revenue	\$ 153,550	\$ 128,760	\$ 436,321
				\$ 364,829

Cost of revenue ⁽¹⁾	Cost of revenue ⁽¹⁾	26,263	24,179	76,360	70,616
Cost of revenue ⁽¹⁾					
Cost of revenue ⁽¹⁾					
Gross profit					
Gross profit					
Gross profit	Gross profit	127,287	104,581	359,961	294,213
Operating expenses:	Operating expenses:				
Operating expenses:					
Operating expenses:					
Research and development ⁽¹⁾	Research and development ⁽¹⁾				
Research and development ⁽¹⁾					
Research and development ⁽¹⁾	Research and development ⁽¹⁾	34,885	35,871	101,922	100,885
Sales and marketing ⁽¹⁾	Sales and marketing ⁽¹⁾				
Sales and marketing ⁽¹⁾					
Sales and marketing ⁽¹⁾	Sales and marketing ⁽¹⁾	90,673	86,865	265,458	248,369
Sales and marketing ⁽¹⁾					
Sales and marketing ⁽¹⁾					
General and administrative ⁽¹⁾	General and administrative ⁽¹⁾				
General and administrative ⁽¹⁾					
General and administrative ⁽¹⁾	General and administrative ⁽¹⁾	40,464	40,133	122,712	117,723
Total operating expenses	Total operating expenses	166,022	162,869	490,092	466,977
Total operating expenses					
Total operating expenses					
Loss from operations	Loss from operations	(38,735)	(58,288)	(130,131)	(172,764)
Interest and other income (expense), net		10,993	2,249	31,688	2,609
Loss from operations					
Loss from operations					
Interest and other income, net					
Interest and other income, net					
Interest and other income, net					
Loss before income taxes					
Loss before income taxes					
Loss before income taxes	Loss before income taxes	(27,742)	(56,039)	(98,443)	(170,155)
Provision for income taxes	Provision for income taxes	3,291	1,804	10,912	6,500
Provision for income taxes					
Provision for income taxes					
Net loss	Net loss	\$ (31,033)	\$ (57,843)	\$ (109,355)	\$ (176,655)
Net loss					
Net loss					

(1) Includes stock-based compensation expense as follows:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
Cost of revenue	\$ 1,710	\$ 1,772	\$ 5,137	\$ 5,212
Research and development	9,623	10,318	28,662	26,446
Sales and marketing ⁽²⁾	18,757	16,635	51,786	44,204
General and administrative ⁽³⁾	25,035	25,167	74,482	74,790

Total stock-based compensation expense	\$ 55,125	\$ 53,892	\$ 160,067	\$ 150,652
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	Three Months Ended March 31,	
	2024	2023
	\$	\$
Cost of revenue	1,521	1,696
Research and development ⁽¹⁾	8,666	8,979
Sales and marketing	17,301	15,756
General and administrative ⁽²⁾	24,954	24,263
Total stock-based compensation expense	\$ 52,442	\$ 50,694

(2) Sales and marketing expense includes \$2.4 million and \$7.1 million for the three and nine months ended September 30, 2023, respectively, of stock-based compensation expense related to RSUs, options and ESPP purchase rights granted to the President of the Company primarily granted in September 2022. (1) Stock-based compensation expense related to awards granted to research and development in the President consolidated statements of operations excludes amounts that were not material during the three and nine months ended September 30, 2022 capitalized for internal-use software.

(3) (2) General and administrative expense includes \$13.5 million and \$13.8 million of stock-based compensation expense for the three months ended March 31, 2024 and 2023, respectively, associated with RSUs and PRSUs granted to our CEO primarily in September 2021 of \$14.1 million for each of the three months ended September 30, 2023 and 2022, and \$41.8 million for each of the nine months ended September 30, 2023 and 2022. CEO.

The following table sets forth our condensed consolidated statements of operations data for the periods presented, as a percentage of revenue:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
	Three Months Ended March 31,	Three Months Ended March 31,	Three Months Ended March 31,	Three Months Ended March 31,
Revenue				
Revenue				
Revenue	Revenue	100 %	100 %	100 %
Cost of revenue	Cost of revenue	17	19	18
Cost of revenue				
Cost of revenue				
Gross profit				
Gross profit	Gross profit	83	81	82
Operating expense:	Operating expense:			
Operating expense:				
Operating expense:				
Research and development				
Research and development				
Research and development	Research and development	23	28	23
Sales and marketing	Sales and marketing	59	67	61
Sales and marketing				
Sales and marketing				
General administrative				
General administrative				
General administrative	General administrative	26	31	28
Total operating expenses	Total operating expenses	108	126	112
				128

Total operating expenses					
Total operating expenses					
Loss from operations					
Loss from operations					
Interest and other income, net	Interest and other income, net	(25)	(45)	(30)	(47)
Interest and other income, net	Interest and other income, net	7	2	7	1
Interest and other income, net					
Interest and other income, net					
Loss before income taxes					
Loss before income taxes					
Loss before income taxes	Loss before income taxes	(18)	(43)	(23)	(46)
Provision for income taxes	Provision for income taxes	2	1	2	2
Provision for income taxes					
Provision for income taxes					
Net loss	Net loss	(20) %	(44) %	(25) %	(48) %
Net loss					
Net loss					

Comparison of the Three Months Ended **September 30, 2023** **March 31, 2024** and **2022**

Revenue

	Three Months Ended		Change	
	September 30,			
	2023	2022		
(dollars in thousands)				
Three Months Ended March 31,				
2024	2024	2023	\$ %	
(dollars in thousands)				
Subscription services				
Subscription services				
Subscription services	\$150,033	\$125,508	\$24,525 20 %	
Professional services	3,517	3,252	265 8 %	
Total revenue	\$153,550	\$128,760	\$24,790 19 %	
Subscription services	\$162,569	\$134,023	\$28,546 21 %	
Professional services	2,574	3,669	3,669 (1,095) (1,095) (30) (30) (30) %	
Total revenue	\$165,143	\$137,692	\$27,451 20 %	

Revenue increased by **\$24.8 million** **\$27.5 million**, or **19%** **20%**, for the three months ended **September 30, 2023** **March 31, 2024** compared to the three months ended **September 30, 2022** **March 31, 2023**. Of the total increase in revenue, approximately **\$8.6 million** **\$12.5 million** was attributable to revenue from existing customers as of **September 30, 2022** **March 31, 2023**, net of contraction and churn, and approximately **\$16.2 million** **\$15.0 million** was attributable to revenue from new customers acquired during the twelve months ended **September 30, 2023** **March 31, 2024**, net of contraction and churn. Our net dollar retention rate of **108%** **106%** as of **September 30, 2023** **March 31, 2024** reflects the expansion within existing customers and the sale of additional products to these customers. On constant currency basis, our Our net dollar retention rate was **106%** as of **September 30, 2023** which was a **decrease** decreased from **107%** as of **September 30, 2022** **March 31, 2023** primarily due to relatively lower expansion within existing customers driven by macroeconomic pressures. The majority of our revenue continues to be generated from subscription services.

Cost of Revenue and Gross Margin

	Three Months Ended		Change	
	September 30,			
	2023	2022		
(dollars in thousands)				

Three Months Ended March 31,		Three Months Ended March 31,		Change
2024		2024	2023	\$ %
(dollars in thousands)				
Cost of revenue				
Cost of revenue				
Cost of revenue	\$26,263	\$24,179	\$2,084	9 %
Gross Margin	83 %	81 %		

Cost of revenue increased by **\$2.1 million** **\$0.7 million**, or **9% 3%**, for the three months ended **September 30, 2023** **March 31, 2024** compared to the three months ended **September 30, 2022** **March 31, 2023**. This was primarily due to increases of **\$1.5 million** **\$0.9 million** in software license fees, **\$0.7 million** **\$0.6 million** in third-party hosting costs, and **\$0.5 million** in amortization of internally capitalized software, partially offset by decreases of **\$0.3 million** in professional service fees and **\$0.3 million** **\$0.9 million** in personnel-related costs due to changes in certain employee incentives, net of annual compensation adjustments, costs. Our

gross margin increased to **83% 84%** for the three months ended **September 30, 2023** **March 31, 2024** from **81% 82%** in the same period of the prior year, as we increased our revenue and continue to realize benefits from economies of scale and engage in ongoing initiatives primarily related to improve our cost structure, third-party hosting costs.

Operating Expenses

Three Months Ended September 30,		Change	
2023	2022	\$	%
(dollars in thousands)			
Three Months Ended March			
31,			
2024			
(dollars in thousands)			
Research and development			
Research and development			
Research and development	\$ 34,885	\$ 35,871	\$ (986) (3)%
Sales and marketing	90,673	86,865	3,808 4 %
General and administrative	40,464	40,133	331 1 %
Total operating expenses	<u>\$166,022</u>	<u>\$162,869</u>	<u>\$3,153</u> 2 %
Total operating expenses	<u>\$171,420</u>	<u>\$160,563</u>	<u>\$10,857</u> 7 %

The **\$3.2 million** **\$10.9 million**, or **2% 7%**, increase in our operating expenses in for the three months ended **September 30, 2023** **March 31, 2024** compared to the three months ended **September 30, 2022** **March 31, 2023**, was primarily driven by an increase of **\$6.5 million** increases in personnel-related costs including stock-based compensation, primarily due to annual compensation adjustments; partially offset by decreases of **\$1.7 million** in advertising, marketing adjustments and stock-based compensation expense, advertisement, branding, expenses. Other decreases are discussed in each of the expense categories below, travel and event costs, and professional services fees.

Research and Development

Research and development expense decreased increased by **\$1.0 million** **\$1.8 million**, or **3% 6%** for the three months ended **September 30, 2023** **March 31, 2024** compared to the three months ended **September 30, 2022** **March 31, 2023**. This was primarily driven by decreases of **\$0.7 million** **\$0.8 million** in stock-based compensation expense, salary cost capitalization towards internal-use software, and increases of **\$0.5 million** in professional service and subscription costs and **\$0.3 million** in professional services fees and **\$0.2 million** in personnel-related costs. The decrease in personnel-related costs is primarily due to certain changes in employee incentives partially offset by annual compensation adjustments, travel related expenses.

Sales and Marketing

Sales and marketing expense increased by **\$3.8 million** **\$7.8 million**, or **4% 9%**, for the three months ended **September 30, 2023** **March 31, 2024** compared to the three months ended **September 30, 2022** **March 31, 2023**. This was primarily driven by increases of **\$4.3 million** **\$3.4 million** in personnel-related advertisement, branding, travel and event costs, mostly due to annual compensation adjustments, and **\$2.1 million** **\$1.5 million** in stock-based compensation expense, offset by decreases of **\$1.7 million** in

advertising, marketing and branding expenses, \$0.6 million \$0.9 million in professional services fees, \$0.9 million in reseller commissions, and \$0.6 million in reseller commissions. personnel related costs.

General and Administrative

General and administrative expense increased by \$0.3 million \$1.2 million, or 1% 3%, for the three months ended September 30, 2023 March 31, 2024 compared to the three months ended September 30, 2022 March 31, 2023. This was primarily driven by increases of \$1.1 million \$0.7 million in personnel-related costs stock-based compensation expense, \$0.6 million in local and regulatory taxes, partially offset by a decrease of \$0.9 million \$0.5 million in directors and officers' insurance. The increase in personnel-related costs is primarily due to annual compensation adjustments, partially offset by certain changes in employee incentives.

Interest and Other Income (Expense), Net

		Three Months Ended September 30,		Change	
		2023	2022	\$	%
(dollars in thousands)					
Three Months Ended March 31,			Three Months Ended March 31,		Change
2024			2024	2023	
(dollars in thousands)					
Interest income					
Interest income	\$12,245	\$4,607	\$7,638	166 %	
Other income (expense), net	(1,252)	(2,358)	1,106	(47)%	
Interest and other income (expense), net	\$10,993	\$2,249	\$8,744	389 %	
Interest	13,907	\$	\$ 9,270	\$	\$4,637
Other income (expense), net	(1,112)	209	209	(1,321)	(1,321)
Interest and other income (expense), net	\$12,795	\$	\$ 9,479	\$	\$3,316
Interest income increased \$7.6 million \$4.6 million for the three months ended September 30, 2023 March 31, 2024 compared to the three months ended September 30, 2022 March 31, 2023, primarily due to approximately \$5.2 million increase in interest income earned on higher balances maintained in our marketable securities portfolios. The remaining increase in interest income is mostly attributed to an increase in portfolio and increases in average interest rates compared to the prior year rates.					

Other income (expense), net decreased by \$1.1 million \$1.3 million for the three months ended September 30, 2023 March 31, 2024 compared to the three months ended September 30, 2022 March 31, 2023, primarily due to a favorable an unfavorable foreign exchange movement in the U.S. dollar.

Provision for Income Taxes

	Three Months Ended September 30,		Change	
	2023		2022	
	(dollars in thousands)			
Provision for income taxes	\$ 3,291	\$ 1,804	\$ 1,487	82 %
Three Months Ended March 31,				
	2024	2023	\$	%
(dollars in thousands)				
Provision for income taxes	\$ 3,953	\$ 4,036	\$ (83)	(2)%

We are subject to federal and state income taxes in the United States and taxes in foreign jurisdictions. For The provision for income taxes was \$4.0 million each for the three months ended September 30, 2023 March 31, 2024 and 2022, we recorded a provision 2023 as profits before tax for income taxes of \$3.3 million and \$1.8 million on loss before taxes of \$27.7 million and \$56.0 million, respectively. The increase in provision foreign jurisdictions remained relatively flat for income taxes during the three months ended September 30, 2023 was primarily due to an increase in profit before tax in foreign jurisdictions. March 31, 2024 and 2023.

Comparison of the Nine Months Ended September 30, 2023 and 2022

Revenue

	Nine Months Ended September 30,			Change	
	2023		2022	\$	%
	(dollars in thousands)				
Subscription services	\$ 425,755	\$ 355,298	\$ 70,457	20 %	
Professional services	10,566	9,531	1,035	11 %	
Total revenue	\$ 436,321	\$ 364,829	\$ 71,492	20 %	

Revenue increased by \$71.5 million, or 20%, for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022. This was primarily driven by increases in additional agents enabled by our customers under their account and sales of products to existing customers, as well as the addition of new customers. Of the total increase in revenue, approximately \$36.1 million was attributable to revenue from existing customers as of September 30, 2022, net of contraction and churn, and approximately \$35.4 million was attributable to revenue from new customers acquired during the twelve months ended September 30, 2023, net of contraction and churn. Our net dollar retention rate of 108% as of September 30, 2023 reflects the expansion within existing customers and the sale of additional products to these customers. The substantial majority of our revenue continues to be generated from subscription services.

Cost of Revenue and Gross Margin

	Nine Months Ended September 30,			Change	
	2023		2022	\$	%
	(dollars in thousands)				
Cost of revenue	\$ 76,360	\$ 70,616	\$ 5,744	8 %	
Gross Margin	82 %	81 %			

Cost of revenue increased by \$5.7 million, or 8%, for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022. This was primarily due to increases of \$3.2 million in third-party hosting costs, \$2.5 million in software license fees, \$1.4 million in amortization of internally capitalized software, offset by a decrease of \$0.9 million in amortization of developed technology and \$0.8 million decrease in professional service fees. Our gross margin increased to 82% for the nine months ended September 30, 2023 from 81% in the same period of the prior year, as we increased our revenue and realized benefits from economies of scale and due to ongoing initiatives to improve our cost structure.

Operating Expenses

	Nine Months Ended September 30,			Change	
	2023		2022	\$	%
	(dollars in thousands)				
Research and development	\$ 101,922	\$ 100,885	\$ 1,037	1 %	
Sales and marketing	265,458	248,369	17,089	7 %	
General and administrative	122,712	117,723	4,989	4 %	
Total operating expenses	\$ 490,092	\$ 466,977	\$ 23,115	5 %	

The \$23.1 million, or 5%, increase in our operating expenses in the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022, was primarily driven by an increase of \$35.3 million in personnel-related costs due to annual compensation adjustments, net of certain changes in employee incentives and changes in stock-based compensation expense; partially offset by a decrease of \$8.9 million in advertising, marketing and branding expenses and \$2.2 million in professional fees.

Research and Development

Research and development expense increased by \$1.0 million, or 1%, for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022. This was primarily driven by increases of \$2.2 million in stock-based compensation expense, \$0.3 million in rent and \$0.1 million in personnel-related costs, partially offset by a decrease of \$1.6 million in professional services fees.

Sales and Marketing

Sales and marketing expense increased by \$17.1 million, or 7%, for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022. This was primarily driven by increases of \$21.5 million in personnel-related costs, primarily due to annual compensation adjustments, \$7.6 million in stock-based compensation expense and \$0.8 million in rent partially offset by decreases of \$8.9 million in advertising, branding, and event costs, \$2.4 million in reseller commissions and \$1.9 million in professional services fees.

General and Administrative

General and administrative expense increased by \$5.0 million, or 4%, for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022. This was primarily driven by increases of \$4.2 million in personnel-related costs, \$1.9 million in tax-related costs, \$1.3 million in professional services fees, comprised

primarily of legal, accounting and consulting fees, \$0.4 million in travel expenses, partially offset by decreases of \$2.7 million in directors and officers insurance and \$0.6 million in legal settlements.

Interest and Other Income (Expense), Net

	Nine Months Ended September 30,		Change	
	2023	2022	\$	%
	(dollars in thousands)			
Interest income	\$ 32,767	\$ 7,522	\$ 25,245	336 %
Other income (expense), net	(1,079)	(4,913)	3,834	(78)%
Interest and other income, net	<u>\$ 31,688</u>	<u>\$ 2,609</u>	<u>\$ 29,079</u>	*

* not meaningful

Interest income increased by \$25.2 million for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022, primarily due to approximately \$15.9 million increase in interest income earned on higher balances maintained in our marketable securities portfolios. The remaining increase in interest income is mostly attributed to an increase in average interest rates compared to prior year.

Other income (expense), net decreased by \$3.8 million for the nine months ended September 30, 2023 compared to the nine months ended September 30, 2022, primarily due to a favorable foreign exchange movement in the U.S. dollar.

Provision for Income Taxes

	Nine Months Ended September 30,		Change	
	2023	2022	\$	%
	(dollars in thousands)			
Provision for income taxes	\$ 10,912	\$ 6,500	\$ 4,412	68 %

We are subject to federal and state income taxes in the United States and taxes in foreign jurisdictions. For the nine months ended September 30, 2023 and 2022, we recorded provision for income taxes of \$10.9 million and \$6.5 million on loss before taxes of \$98.4 million and \$170.2 million, respectively. The increase in tax expense for the nine months ended September 30, 2023 was primarily due to an increase in profit before tax in foreign jurisdictions.

Liquidity and Capital Resources

As of September 30, 2023 March 31, 2024, we had cash and cash equivalents of \$458.2 million \$468.0 million and marketable securities of \$706.5 million \$739.3 million. Our marketable securities consist primarily of U.S. treasury securities, U.S. government agency securities, corporate debt securities, and mutual funds, certificates of deposit.

Since inception, we have funded our operations primarily with financing through the issuance of redeemable convertible preferred and common stock to investors. In September 2021, we completed investors and through our IPO which generated net proceeds of approximately \$1.1 billion. in September 2021. As of September 30, 2023 March 31, 2024, we had an accumulated deficit of \$3.6 billion \$3.7 billion. Our operating activities resulted in cash inflows of \$55.3 million \$40.6 million for the nine months ended September 30, 2023 March 31, 2024.

Our other material cash requirements are related to the settlement of future contractual obligations associated with operating leases and other service subscription agreements (as described in *Contractual Obligations and Commitments* below). On April 30, 2024, we also entered into a definitive agreement to acquire all outstanding shares of Device42, an IT asset management company, for \$230 million. See Note 12—Subsequent Event to our condensed consolidated financial statements included elsewhere in this Quarterly Report on Form 10-Q for more information.

We believe our existing cash, cash equivalents and marketable securities, will be sufficient to meet our working capital and capital expenditure needs for at least the next 12 months. We believe we will meet longer-term expected future cash requirements and obligations through a combination of our existing cash and cash equivalents balances, cash flow from operations, and issuances of equity securities or debt offerings. Our future capital requirements will depend on many factors, including the rate of our revenue growth, the timing and extent of spending on research and development efforts, the expansion of sales and marketing activities, the introduction of new and enhanced product offerings, and other business initiatives and the continuing market adoption of our products. We may in the future enter into arrangements to acquire or invest in complementary businesses, services, and technologies, including intellectual property rights. We may be required to seek additional equity or debt financing in connection with such activities. If we raise additional funds through the incurrence of indebtedness, such indebtedness may have rights that are senior to holders of our equity securities and could contain covenants that restrict our operational flexibility. Any additional equity or convertible debt financing may be dilutive to stockholders. In the event that additional financing is required from outside sources, we may not be able to raise such financing on terms acceptable to us or at all.

The following table summarizes our cash flows for the periods presented (in thousands):

Nine Months Ended		
September 30,	2023	2022

Net cash provided by (used in) operating activities		Three Months Ended March 31, 2024		Three Months Ended March 31, 2023	
Net cash provided by operating activities	Net cash provided by (used in) investing activities	Net cash used in financing activities	Net cash provided by (used in) investing activities	Net cash used in financing activities	Net cash provided by (used in) investing activities
\$55,312	\$ (9,692)				

Cash Flows from Operating Activities

Net cash provided by operating activities of \$55.3 million \$40.6 million for the nine three months ended September 30, 2023 March 31, 2024 reflects our net loss of \$109.4 million \$23.3 million, adjusted for non-cash items such as stock-based compensation of \$160.1 million \$52.4 million, amortization of deferred contract acquisition costs of \$17.6 million \$6.7 million, net cash inflows of \$4.1 million from changes in operating assets and liabilities, depreciation and amortization of \$3.0 million, and non-cash lease expense of \$2.0 million; offset by \$4.6 million from discount amortization of marketable securities. The net cash inflows from changes in operating assets and liabilities were due to a decrease in operating assets of \$12.9 million in accounts receivable; offset by increases in operating assets of \$7.1 million in deferred contract acquisition costs and \$6.6 million in prepaid expenses and other assets; and an increase in operating liabilities of \$9.5 million in deferred revenue; offset by decreases in operating lease liabilities of \$2.8 million and \$2.0 million in accounts payable.

Net cash used in operating activities of \$11.5 million for the three months ended March 31, 2023 reflects our net loss of \$42.7 million, adjusted for non-cash items such as stock-based compensation of \$50.7 million, amortization of deferred contract acquisition costs of \$5.6 million, depreciation and amortization of \$9.1 million and \$3.1 million, non-cash lease expense of \$5.7 million \$1.9 million; offset by \$12.1 million \$3.5 million from discount amortization of marketable securities and net cash outflows of \$15.9 million \$3.8 million from changes in operating assets and liabilities. The net cash outflows from changes in operating assets and liabilities were due to increases in operating assets of \$19.1 million \$5.6 million in deferred contract acquisition costs, \$11.8 million \$7.2 million in prepaid expenses and other assets, and \$10.0 million in accounts receivable; and a decrease in operating liabilities of \$9.1 million in lease liabilities and \$3.2 million in accrued and other liabilities, and \$3.2 million in accounts payable; offset by an increase in operating liabilities of \$40.5 million in deferred revenue.

Net cash used in operating activities of \$9.7 million for the nine months ended September 30, 2022 reflects our net loss of \$176.7 million, adjusted for non-cash items such as stock-based compensation of \$150.7 million, amortization of deferred contract acquisition costs of \$13.3 million, depreciation and amortization of \$8.6 million, non-cash lease expense of \$4.5 million, premium amortization of marketable securities of \$0.6 million, and net cash outflows of \$12.3 million from changes in operating assets and liabilities. The net cash outflows from changes in operating assets and liabilities were due to increases in operating assets of \$19.6 million in deferred contract acquisition costs, \$12.4 million in prepaid expenses and other assets, \$5.3 million \$2.5 million in accounts receivable, and a decrease in operating liabilities of \$7.8 million \$1.5 million; \$1.5 million in accounts payable and \$0.4 million in accrued and other liabilities; offset by increases in operating liabilities of \$30.8 million \$14.9 million in deferred revenue and \$3.9 million in accrued and other liabilities.

Cash Flows from Investing Activities

Net cash used in investing activities of \$37.8 million for the three months ended March 31, 2024 consisted of \$35.9 million in purchases of marketable securities, net of maturities and sales, \$1.2 million in capitalized internal-use software, and \$0.7 million in purchases of property and equipment.

Net cash provided by investing activities of \$146.3 million \$41.3 million for the nine three months ended September 30, 2023 March 31, 2023 consisted of \$152.3 million \$43.7 million in proceeds from maturities and sales, net of purchases of marketable securities; offset by \$5.1 million in capitalized internal-use software and \$1.0 million in purchases of property and equipment.

Net cash used in investing activities of \$161.1 million for the nine months ended September 30, 2022 consisted of \$152.1 million in purchases of marketable securities, net of proceeds from maturities and sales, \$5.3 million \$0.4 million in purchases of property and equipment, and \$3.8 million \$2.0 million in capitalized internal-use software.

Cash Flows from Financing Activities

Net cash used in financing activities of \$47.4 million \$23.0 million and \$12.4 million for the nine three months ended September 30, 2023 March 31, 2024 and 2023 consisted primarily of \$51.8 million in payment of withholding taxes on net share settlement of equity awards; offset by \$4.3 million of proceeds from issuance of common stock under our employee stock purchase plan, net of taxes withheld.

Net cash used in financing activities of \$144.7 million for the nine months ended September 30, 2022 consisted primarily of \$151.7 million in payment of withholding taxes on net share settlement of equity awards; offset by \$7.0 million of proceeds from issuance of common stock under our employee stock purchase plan, net of taxes withheld. The withholding taxes paid includes the taxes related to the settlement and release of all remaining RSUs subject to the terms of certain lock-up agreements with the underwriters of the IPO that expired in February 2022.

Remaining Performance Obligations on Customer Contracts

We generally enter into subscription agreements with our customers on monthly, annual, or multi-year terms and invoice customers in advance in either monthly or annual installments. A small portion of our annual contracts may have billing terms that are different from their subscription terms, and most of our multi-year contracts are invoiced annually. As of **September 30, 2023** **March 31, 2024**, remaining performance obligations totaled **\$375.8 million** **\$435.4 million**, which comprised **\$246.1 million** **\$275.9 million** of deferred revenue and **\$129.7 million** **\$159.5 million** of unbilled revenue.

We expect that the value of the remaining performance obligations will change from one period to another for several reasons, including new contracts, timing of renewals, cancellations, contract modifications and foreign currency fluctuations. We believe that fluctuations in remaining performance obligations are not necessarily a reliable indicator of future revenue and we do not utilize it as a key management metric internally.

Contractual Obligations and Commitments

Our principal commitments consist of operating lease obligations for office space and contractual obligations under third-party cloud infrastructure agreements and service subscription agreements.

As of **September 30, 2023** **March 31, 2024**, our estimated future contractual obligations totaled **\$104.5 million** **\$340.2 million**, of which **\$30.8 million** **\$26.3 million** and **\$73.7 million** **\$313.9 million** were operating lease commitments and other contractual obligations, respectively. See Note 6—Leases and Note 7—Commitments and Contingencies in the condensed consolidated financial statements included elsewhere in this Quarterly Report on Form 10-Q for more information.

Indemnification Agreements

In the ordinary course of business, we enter into agreements of varying scope and terms pursuant to which we agree to indemnify customers, vendors, lessors, business partners, and other parties with respect to certain matters, including, but not limited to, losses arising out of the breach of such agreements, services to be provided by us, or from data breaches or intellectual property infringement claims made by third parties. In addition, we have entered into indemnification agreements with our directors and certain officers and employees that will require us, among other things, to indemnify them against certain liabilities that may arise by reason of their status or service as directors, officers, or employees. No demands have been made upon us to provide indemnification under such agreements and there are no claims that we are aware of that could have a material effect on our condensed consolidated balance sheets, condensed consolidated statements of operations and comprehensive loss, or condensed consolidated statements of cash flows.

Critical Accounting Policies and Estimates

Our condensed consolidated financial statements are prepared in accordance with GAAP. The preparation of these condensed consolidated financial statements requires our management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenue, costs and expenses, and related disclosures. We base our estimates, assumptions and judgments on historical experience and on various other factors that we believe to be reasonable under the circumstances. Different assumptions and judgments would change the estimates used in the preparation of our condensed consolidated financial statements, which, in turn, could change the results from those reported. We evaluate our estimates, assumptions, and judgments on an ongoing basis.

There have been no changes to our critical accounting policies and estimates during the three **and nine** months ended **September 30, 2023** **March 31, 2024** as compared to those disclosed in our "Management's Discussion and Analysis of

Financial Condition and Results of Operations" set forth in our Annual Report on Form 10-K filed with the SEC on **February 23, 2023** **February 16, 2024**.

Recent Accounting Pronouncements

See Note 1—Business, Basis of Presentation and Summary of Significant Accounting Policies to our condensed consolidated financial statements included elsewhere in this Quarterly Report on Form 10-Q for more information.

ITEM 3. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

We are exposed to certain market risks in the ordinary course of our business. Market risk represents the risk of loss that may impact our financial position due to adverse changes in financial market prices and rates. Our market risk exposure is primarily a result of fluctuations in foreign currency exchange rates and interest rates.

Foreign Currency Exchange Risk

The functional currency of our foreign subsidiaries is the U.S. dollar. The majority of our sales are derived in U.S. dollars. Our operating expenses incurred by our foreign subsidiaries are denominated in their respective local currencies, and remeasured at the exchange rates in effect on the transaction date. Additionally, fluctuations in foreign exchange rates may result in the recognition of transaction gains and losses in our condensed consolidated statements of operations. Our condensed consolidated results of operations and cash flows are, therefore, subject to foreign exchange rate fluctuations, particularly changes in the Indian Rupee, British Pound and Euro, and may be adversely affected in the future due to changes in foreign exchange rates. **Based on a sensitivity analysis we have performed as of March 31, 2024, an adverse 10% foreign currency exchange rate change applied to total monetary assets and liabilities denominated in currencies other than the U.S. dollar would not have a material effect on our financial statements.**

To reduce the risk that our earnings and cash flows will be adversely affected by changes in exchange rates, we entered into foreign exchange forward contracts to hedge a portion of our forecasted foreign currency expenses denominated in Indian Rupee. Gains or losses on these contracts are generally recognized in income at the time the related transactions being hedged are recognized. As of **September 30, 2023** **March 31, 2024**, the total notional amount of outstanding designated foreign currency forward contracts

was \$49.4 million \$58.9 million. The fair value of derivative assets and liabilities as of September 30, 2023 March 31, 2024, and all related unrealized and realized gains and losses during the three and nine months ended September 30, 2023 March 31, 2024 were not material.

We do not use foreign exchange contracts for speculative trading purposes and we may enter into other hedging transactions in the future if our exposure to foreign currency becomes more significant. We monitor our exposures in other currencies and assess the need to utilize financial instruments to hedge currency exposures on an ongoing basis.

Based on a sensitivity analysis we have performed as of September 30, 2023, an adverse 10% foreign currency exchange rate change applied to total monetary assets and liabilities denominated in currencies other than the U.S. dollar would not have a material effect on our financial statements.

Interest Rate Risk

Our cash, cash equivalents, and marketable securities primarily consist of deposits held at financial institutions, highly liquid money market funds, and investments in U.S. treasury securities, U.S. government agency securities, and corporate bonds. We had cash and cash equivalents of \$458.2 million \$468.0 million and marketable securities of \$706.5 million \$739.3 million as of September 30, 2023 March 31, 2024. We do not enter into investments for trading and speculative purposes. The carrying amount of our cash equivalents reasonably approximate fair value, due to the maturities of three months or less of these instruments. Our investments are subject to market risk due to changes in interest rates, which may affect our interest income and the fair value of our investments. Fixed rate securities may have their market value adversely affected due to a rise in interest rates. Due in part to these factors, our future investment income may fall short of our expectations due to changes in interest rates or we may suffer losses in principal if we are forced to sell securities that decline in market value due to changes in interest rates. However, because we classify our marketable securities as "available for sale," no gains or losses are recognized due to changes in interest rates unless such securities are sold prior to maturity or declines in fair value are determined to be other-than-temporary.

Based on an interest rate sensitivity analysis we have performed as of September 30, 2023 March 31, 2024, a hypothetical 100 basis points favorable or adverse movement in interest rates would not have a material effect in the combined market value of our cash, cash equivalents and marketable securities.

ITEM 4. CONTROLS AND PROCEDURES

Evaluation of Disclosure Controls and Procedures

Based on our management's evaluation (with the participation of our principal executive officer and principal financial officer), as of the end of the period covered by this report, our principal executive officer and principal financial officer have concluded that our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Exchange Act) are effective to ensure that information required to be disclosed by us in reports that we file or submit under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in SEC rules and forms and is accumulated and communicated to our management, including our principal executive officer and principal financial officer, as appropriate to allow timely decisions regarding required disclosure.

Changes in Internal Control over Financial Reporting

There were no changes in our internal control over financial reporting identified in connection with the evaluation required by Rules 13a-15(d) and 15d-15(d) of the Exchange Act during our most recent fiscal quarter that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

Inherent Limitations on Effectiveness of Controls

It should be noted that any system of controls, however well designed and operated, can provide only reasonable, and not absolute, assurance that the objectives of the system will be met. In addition, the design of any control system is based in part upon certain assumptions about the likelihood of future events.

PART II—OTHER INFORMATION

ITEM 1. LEGAL PROCEEDINGS

On November 1, 2022, a purported Company stockholder filed a securities class action complaint. The information required to be set forth under this Item 1 is incorporated by reference to Note 7. Commitments and Contingencies — Litigation and Loss Contingencies in the U.S. District Court for notes to the Northern District Condensed Consolidated Financial Statements included in Part I, Item 1 of California against us, certain of our current officers and directors, and underwriters of the IPO. On April 14, 2023, the court appointed lead plaintiff filed a consolidated amended class action complaint. The complaint alleges that defendants violated Sections 11, 12(a)(2), and 15 of the Securities Act of 1933 by making material misstatements or omissions in offering documents filed in connection with the IPO. The complaint seeks unspecified damages, interest, fees, costs, and rescission. This Quarterly Report on behalf of purchasers and/or acquirers of common stock issued in the IPO. On September 28, 2023, the court issued an order granting in part and denying in part defendants' motion to dismiss. We and the other defendants intend to vigorously defend against the remaining claims in this action.

On March 20, 2023, a purported stockholder derivative complaint was filed in the U.S. District Court for the Northern District of California. The complaint names as defendants our current directors, as well as Freshworks as nominal defendant, and asserts state and federal claims based on some of the same alleged misstatements as the securities class action complaint. The derivative complaint seeks unspecified damages, attorneys' fees, and other costs. On June 21, 2023, the court stayed the case in light of the pending securities class action. On October 16, 2023, the court extended the stay of the case in light of the pending securities class action. We and the other defendants intend to vigorously defend against the claims in this action.

In addition, from time to time, we are involved in various legal proceedings arising from the normal course of business activities. There are no pending or threatened legal proceedings at this time to which we are a party that, in our opinion, is likely to have a material adverse effect on our future financial results of operations. However, the results of litigation and claims are inherently unpredictable and regardless of the outcome, litigation can have an adverse impact on us because of costly defense and settlement expenses, diversion of management and employee resources to defend such claims and other factors. Form 10-Q.

ITEM 1A. RISK FACTORS

You should carefully consider the risks and uncertainties described under the section "Risk Factors" in Part II, Item 1A of our Quarterly Annual Report on Form 10-Q 10-K for the fiscal quarter year ended March 31, 2023 December 31, 2023 filed with the SEC on May 4, 2023, February 16, 2024 as well as the other information in this Quarterly Report on Form 10-Q, including our unaudited condensed consolidated financial statements and "Management's Discussion and Analysis of Financial Condition and Results of Operations." Operations" before making an investment decision. These identified risks and uncertainties may have a material adverse effect on our business, financial condition, results of operations, and growth prospects. In such an event, the market price of our Class A common stock could decline, and you may lose all or part of your investment. Additional risks and uncertainties not presently known to us or that we currently believe are not material may also become important factors that affect our business. You should not interpret our disclosure of any of the foregoing risks to imply that such risks have not already materialized. There have been no material changes from the risks and uncertainties previously disclosed under the "Risk Factors" section in our Quarterly Annual Report on Form 10-Q 10-K for the fiscal quarter year ended March 31, 2023 December 31, 2023.

ITEM 2. UNREGISTERED SALES OF EQUITY SECURITIES AND USE OF PROCEEDS AND ISSUER PURCHASES OF EQUITY SECURITIES

Unregistered Sales of Equity Securities

None.

Use of Proceeds

None.

ITEM 3. DEFAULTS UPON SENIOR SECURITIES

Not applicable.

ITEM 4. MINE SAFETY DISCLOSURES

Not applicable.

ITEM 5. OTHER INFORMATION

Rule 10b5-1 Trading Plans

During the three months ended September 30, 2023 March 31, 2024, our officers (as defined in Rule 16a-1(f) under the Exchange Act) and directors adopted or terminated the contracts, instructions or written plans for the purchase or sale of the Company's securities, each of which is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c) under the Exchange Act, as set forth in the table below.

Name	Title	Action	Adoption Date	Expiration Date	Total number of securities to be sold
Tyler SloatRoxanne Austin	Chief Financial OfficerLead Independent Director	Adoption	September 6, 2023 March 11, 2024	August 31, 2024 May 30, 2025	Up to 400,000 100,631 shares
Johanna Flower	Director	Sameer Gandhi Adoption ⁽¹⁾	March 13, 2024	April 18, 2025	Up to 28,000 shares
Zachary Nelson	Director	Adoption	February 10, 2024	June 30, 2025	Up to 162,293 shares
Jennifer Taylor	Director	Adoption ⁽¹⁾	September 19, 2023 February 28, 2024	November 29, 2024	Up to 100,000 shares ⁽¹⁾
Barry Padgett	Director	Adoption	September 14, 2023	September 3, 2024 June 30, 2025	Up to 38,356 56,250 shares

(1) This 10b5-1 trading arrangement was Plan adopted by The Potomac Trust, dated 9/21/2001, of which Mr. Gandhi is a co-trustee.

Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

Stacey Epstein, the Company's former Chief Marketing Officer, departed the Company on September 15, 2023 in accordance with Rule 10b5-1(c)(1)(ii)(D)(2).

ITEM 6. EXHIBITS

The documents listed in the Exhibit Index of this Quarterly Report on Form 10-Q are incorporated by reference or are filed with this Quarterly Report on Form 10-Q, in each case as indicated therein (numbered in accordance with Item 601 of Regulation S-K).

Exhibit Number	Exhibit Description	Form	File No.	Exhibit	Filing Date	Filed Herewith
3.1	Amended and Restated Certificate of Incorporation.	8-K	001-40806	3.1	September 24, 2021	
3.2	Amended and Restated Bylaws.	S-1/A	333-259118	3.4	September 13, 2021	

31.1	<u>Certification of Chief Executive Officer pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u>					X
31.2	<u>Certification of Chief Financial Officer pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u>					X
32.1#	<u>Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.</u>					X
32.2#	<u>Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.</u>					X
101.INS	XBRL Instance Document					X
101.SCH	XBRL Taxonomy Extension Schema Document					X
	XBRL Taxonomy Extension Calculation Linkbase					X
101.CAL	Document					X
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document					X
101.LAB	XBRL Taxonomy Extension Label Linkbase Document					X
	XBRL Taxonomy Extension Presentation Linkbase					X
101.PRE	Document					X
	Cover Page Interactive Data File (formatted as inline XBRL and contained in Exhibit 101)					X
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Exhibit Number	Exhibit Description	Form	File No.	Exhibit	Filing Date	Filed Herewith
3.1	<u>Amended and Restated Certificate of Incorporation.</u>	8-K	001-40806	3.1	September 24, 2021	
3.2	<u>Amended and Restated Bylaws.</u>	S-1/A	333-259118	3.4	September 13, 2021	
10.1†	<u>Freshworks Inc. 2024 Cash Incentive Plan</u>					X
10.2†	<u>Amended and Restated Non-Employee Director Compensation Program</u>					X
31.1	<u>Certification of Chief Executive Officer pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u>					X
31.2	<u>Certification of Chief Financial Officer pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u>					X
32.1#	<u>Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.</u>					X
32.2#	<u>Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.</u>					X
101.INS	XBRL Instance Document					X
101.SCH	XBRL Taxonomy Extension Schema Document					X
	XBRL Taxonomy Extension Calculation Linkbase					X
101.CAL	Document					X
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document					X
101.LAB	XBRL Taxonomy Extension Label Linkbase Document					X
	XBRL Taxonomy Extension Presentation Linkbase					X
101.PRE	Document					X

 Indicates management contract or compensatory plan.

The certifications attached as Exhibits 32.1 and 32.2 that accompany this Quarterly Report on Form 10-Q are not deemed filed with the SEC and are not to be incorporated by reference into any filing of the Registrant under the Securities Act of 1933, as amended, or the Exchange Act, whether made before or after the date of this Quarterly Report on Form 10-Q, irrespective of any general incorporation language contained in such filing.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

Freshworks Inc.

Date: **October 31, 2023** May 1, 2024

By: **/s/ Rathna Girish Mathrubootham**

Rathna Girish Mathrubootham

Chief Executive Officer and Chairman (Principal Executive Officer)

Date: **October 31, 2023** May 1, 2024

By: **/s/ Tyler Sloat**

Tyler Sloat

Chief Financial Officer (Principal Financial Officer and Principal Accounting Officer)

4541

Exhibit 10.1

FRESHWORKS INC.

CASH INCENTIVE PLAN

(Adopted on April 19, 2021)

(As Amended on February 13, 2024)

1. Purposes of the Plan. The Plan is intended to increase stockholder value and the success of the Company by motivating Employees to (a) perform to the best of their abilities, and (b) achieve the Company's objectives.

2. Definitions.

(a) **"Affiliate"** means any corporation or other entity (including, but not limited to, partnerships and joint ventures) controlled by the Company.

(b) **"Actual Award"** means, as to any Performance Period, the actual award (if any) payable to a Participant for the Performance Period, subject to the Committee's authority under Section 3(e) to modify the award.

(c) **"Board"** means the Board of Directors of the Company.

(d) **"Code"** means the United States Internal Revenue Code of 1986, as amended. Reference to a specific section of the Code or regulation thereunder will include such section or regulation, any valid regulation promulgated thereunder, and any comparable provision of any future legislation or regulation amending, supplementing or superseding such section or regulation.

(e) **“Committee”** means the committee appointed by the Board (pursuant to Section 5) to administer the Plan. Unless and until the Board otherwise determines, the Board’s Compensation Committee will administer the Plan and be considered the Committee for purposes of the Plan.

(f) **“Company”** means Freshworks Inc., a Delaware corporation, or any successor thereto.

(g) **“Employee”** means, unless otherwise determined by the Committee, any employee of the Company or an Affiliate, whether such individual is so employed at the time the Plan is adopted or becomes so employed subsequent to the adoption of the Plan.

(h) **“Participant”** means as to any Performance Period, an Employee who has been selected by the Committee for participation in the Plan for that Performance Period.

(i) **“Performance Period”** means the period of time for the measurement of the performance criteria that must be met to receive an Actual Award, as determined by the Committee in its sole discretion. A Performance Period may be divided into one or more shorter periods if, for example, but not by way of limitation, the Committee desires to measure some performance criteria over 12 months and other criteria over 3 months.

(j) **“Plan”** means this Cash Incentive Plan (including any appendix attached hereto) and as hereafter amended from time to time.

(K) **“Target Award”** means the target award, at 100% target level of achievement, payable under the Plan to a Participant for the Performance Period, as determined by the Committee in accordance with Section 3(b).

3. Selection of Participants and Determination of Awards.

(a) **Selection of Participants.** The Committee, in its sole discretion, will select the Employees who will be Participants for any Performance Period. Participation in the Plan is in the sole discretion of the Committee, on a Performance Period by Performance Period basis. Accordingly, an Employee who is a Participant for a given Performance Period in no way is guaranteed or assured of being selected for participation in any subsequent Performance Period or Periods.

(b) **Determination of Target Awards.** The Committee, in its sole discretion, will establish a Target Award for each Participant, which may be a percentage of a Participant’s annual base salary as of the beginning or end of the Performance Period or a fixed dollar amount.

(c) **Discretion to Determine Performance Criteria.** Notwithstanding any contrary provision of the Plan, the Committee will, in its sole discretion, determine the performance criteria applicable to any Target Award which may include, without limitation: earnings (including earnings per share and net earnings); earnings before interest, taxes and depreciation; earnings before interest, taxes, depreciation and amortization; total stockholder return; return on equity or average stockholder’s equity; return on assets, investment, or capital employed; stock price; margin (including gross margin); income (before or after taxes); operating income measures; operating income after taxes; pre-tax profit; operating cash flow; operating margin; sales or revenue targets; increases in revenue or product revenue; annual recurring revenue; net new annual recurring revenue (ARR); expenses and cost reduction goals; improvement in or attainment of working capital levels; attainment of research and development milestones; economic value added (or an equivalent metric); market share; cash flow; cash flow per share; share price performance; debt reduction; bookings measures; customer satisfaction; stockholders’ equity; capital expenditures; debt levels; operating profit or net operating profit; workforce diversity; growth of net income or operating income; billings; net billings; financing; regulatory milestones; stockholder liquidity; corporate governance and compliance; intellectual property; personnel matters; progress of internal research; progress of partnered programs; partner satisfaction; budget management; partner or collaborator achievements; internal controls, including those related to the Sarbanes-Oxley Act of 2002; investor relations, analysts and communication; implementation or completion of projects or processes; employee retention; number of users, including unique users; strategic partnerships or transactions (including in-licensing and out-licensing of intellectual property); establishing relationships with respect to the marketing, distribution and sale of the Company’s products; supply chain achievements; co-development, co-marketing, profit sharing, joint venture or other similar arrangements; individual performance criteria; and corporate development and planning goals. As determined by the Committee, the performance criteria may be based on generally accepted accounting principles (GAAP) or Non-GAAP results and any actual results may be adjusted by the Committee for one-time items, unbudgeted or unexpected items and/or payments of Actual Awards under the Plan when determining whether the performance criteria have been met. The goals may be on the basis of any factors the Committee determines relevant, and may be on an individual, divisional, business unit or Company-wide basis. The performance criteria may differ from Participant to Participant and from award to award. Failure to meet the goals will result in a failure to earn the Target Award, except as provided in Section 3(e).

(d) Determination of Actual Awards. Each Performance Period, the Committee, in its sole discretion, will determine each Participant's Actual Award based on achievement of the performance

criteria established by the Committee and set forth on Annex A (Officer Plan) and Annex B (Non-Officer Plan), as applicable.

(e) Discretion to Modify Awards. Notwithstanding any contrary provision of the Plan, the Committee may, in its sole discretion and at any time, increase, reduce or eliminate a Participant's Actual Award. The Actual Award may be below, at or above the Target Award, in the Committee's discretion. The Committee may determine the amount of any reduction on the basis of such factors as it deems relevant, and will not be required to establish any allocation or weighting with respect to the factors it considers.

4. Payment of Awards.

(a) Right to Receive Payment. Each Actual Award will be paid solely from the general assets of the Company. Nothing in this Plan will be construed to create a trust or to establish or evidence any Participant's claim of any right other than as an unsecured general creditor with respect to any payment to which he or she may be entitled.

(b) Timing of Payment. To receive an Actual Award a Participant must be employed in good standing by the Company or any Affiliate on the date the Actual Award is paid. Accordingly, an Actual Award is not considered earned until paid. It is the intent that this Plan be exempt from, or comply with, the requirements of Code Section 409A so that none of the payments to be provided hereunder will be subject to the additional tax imposed under Code Section 409A, and any ambiguities herein will be interpreted to so comply. Each payment under this Plan is intended to constitute a separate payment for purposes of Treasury Regulation Section 1.409A-2(b)(2).

(c) Form of Payment. Each Actual Award will be paid in cash (or its equivalent).

5. Plan Administration.

(a) Committee is the Administrator. The Plan will be administered by the Committee. The Committee will consist of not less than two (2) members of the Board. The members of the Committee will be appointed from time to time by, and serve at the pleasure of, the Board.

(b) Committee Authority. It will be the duty of the Committee to administer the Plan in accordance with the Plan's provisions. The Committee will have all powers and discretion necessary or appropriate to administer the Plan and to control its operation, including, but not limited to, the power to (i) determine which Employees will be granted awards, (ii) prescribe the terms and conditions of awards, (iii) interpret the Plan and the awards, (iv) adopt such procedures and sub-plans as are necessary or appropriate to permit participation in the Plan by Employees who are foreign nationals or employed outside of the United States, (v) adopt rules for the administration, interpretation and application of the Plan as are consistent therewith, and (vi) interpret, amend or revoke any such rules.

(c) Decisions Binding. All determinations and decisions made by the Committee, the Board, and any delegate of the Committee pursuant to the provisions of the Plan will be final, conclusive, and binding on all persons, and will be given the maximum deference permitted by law.

(d) Delegation by Committee. The Committee, in its sole discretion and on such terms and conditions as it may provide, may delegate all or part of its authority and powers under the Plan to one or more directors, officers or employees of the Company.

(e) Indemnification. Each person who is or will have been a member of the Committee will be indemnified and held harmless by the Company against and from (i) any loss, cost, liability, or expense that may be imposed upon or reasonably incurred by him or her in connection with or resulting from any claim, action, suit, or proceeding to which he or she may be a party or in which he or she may be involved by reason of any action taken or failure to act under the Plan or any award, and (ii) from any and all amounts paid by him or her in settlement thereof, with the Company's approval, or paid by him or her in satisfaction of any judgment in any such claim, action, suit, or proceeding against him or her, provided he or she will give the Company an opportunity, at its own expense, to handle and defend the same before he or she undertakes to handle and defend it on his or her own behalf. The foregoing right of indemnification will not be exclusive of any other rights of indemnification to which such persons may be entitled under the Company's Certificate of Incorporation or Bylaws, by contract, as a matter of law, or otherwise, or under any power that the Company may have to indemnify them or hold them harmless.

6. General Provisions.

(a) Tax Withholding. The Company or an Affiliate may withhold all applicable taxes from any Actual Award, including any federal, state, local and foreign taxes. Payments will be made, and applicable taxes will be withheld, based on the location in which Participant provided services during the Performance Period. If Participant provided services in multiple locations during the Performance Period, any Actual Award and associated taxes will be apportioned to each such location based on the number of days of service in each such location as compared to the total calendar days in the fiscal quarter or the Performance Period, as applicable.

(b) No Effect on Employment or Service. Nothing in the Plan will interfere with or limit in any way the right of the Company to terminate any Participant's employment or service at any time, with or without cause. Except as otherwise required by law, employment with the Company and its Affiliates is on an at-will basis only. The Company expressly reserves the right, which may be exercised at any time and without regard to when during a Performance Period such exercise occurs, to terminate any individual's employment with or without cause, and to treat him or her without regard to the effect that such treatment might have upon him or her as a Participant.

(c) Participation. No Employee will have the right to be selected to receive an award under this Plan, or, having been so selected, to be selected to receive a future award.

(d) Successors. All obligations of the Company under the Plan, with respect to awards granted hereunder, will be binding on any successor to the Company, whether the existence of such successor is the result of a direct or indirect purchase, merger, consolidation, or otherwise, of all or substantially all of the business or assets of the Company.

(e) Nontransferability of Awards. No award granted under the Plan may be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated, other than by will, or by the laws of descent and distribution. All rights with respect to an award granted to a Participant will be available during his or her lifetime only to the Participant.

7. Amendment, Termination, and Duration.

(a) Amendment, Suspension, or Termination. The Committee, in its sole discretion, may amend or terminate the Plan, or any part thereof, at any time and for any reason. The amendment, suspension or termination of the Plan will not, without the consent of the Participant, alter or impair any

rights or obligations under any Actual Award theretofore earned by such Participant. No award may be granted during any period of suspension or after termination of the Plan.

(b) Duration of Plan. The Plan will commence on the date specified herein, and subject to Section 7(a) (regarding the Committee's right to amend or terminate the Plan), will remain in effect until terminated.

8. Legal Construction.

(a) Gender and Number. Except where otherwise indicated by the context, any masculine term used herein also will include the feminine; the plural will include the singular and the singular will include the plural.

(b) **Severability.** In the event any provision of the Plan will be held illegal or invalid for any reason, the illegality or invalidity will not affect the remaining parts of the Plan, and the Plan will be construed and enforced as if the illegal or invalid provision had not been included.

(c) **Requirements of Law.** The granting of awards under the Plan will be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required.

(d) **Governing Law.** The Plan will be construed in accordance with and governed by the laws of the State of Delaware, but without regard to its conflict of law provisions.

(e) **Bonus Plan.** The Plan is intended to be a "bonus program" within the meaning of United States Department of Labor Regulation Section 2510.3-2(c) and will be construed and administered in accordance with such intention.

(f) **Captions.** Captions are provided herein for convenience only, and will not serve as a basis for interpretation or construction of the Plan.

Exhibit 10.2

Non-Employee Director Compensation Program

The board of directors of Freshworks Inc. (referred to collectively herein as the "Company", "our", and "we") adopted an amended and restated non-employee director compensation program, effective on March 1, 2024, pursuant to which each of our directors who is not an employee or consultant of our Company (each, an "eligible director") will be eligible to receive compensation for service on our board of directors and committees of our board of directors.

Each eligible director will receive an annual cash retainer of \$34,500 for serving on our board of directors, and the lead independent director of the board of directors will receive an additional annual cash retainer of \$16,500 for his or her service. The chair of the audit committee of our board of directors (the "audit committee") will be entitled to an additional annual cash retainer of \$20,000, the chair of the compensation committee of our board of directors (the "compensation committee") will be entitled to an additional annual cash retainer of \$15,000 and the chair of the nominating and corporate governance committee of our board of directors (the "nominating and corporate governance committee") will be entitled to an additional annual cash retainer of \$8,000. The members of the audit committee will be entitled to an additional annual cash retainer of \$10,000, the members of the compensation committee will be entitled to an additional annual cash retainer of \$7,500 and the members of the nominating and corporate governance committee will be entitled to an additional annual cash retainer of \$4,000; however, in each case such cash retainer is payable only to members who are not the chair of such committee. All annual cash compensation amounts will be payable in equal quarterly installments, in arrears, on or after the last day of each fiscal quarter in which the service occurred.

Each non-employee director may elect to receive fully vested shares of our Class A common stock in lieu of his or her annual cash retainer. Such shares are issued on a quarterly basis, in arrears, and the number of such shares is calculated by dividing (1) the aggregate amount of cash compensation otherwise payable to such director by (2) the average closing price of our Class A common stock over the 30 consecutive trading days immediately preceding the grant date (the "Conversion Price"), rounded down to the nearest whole share.

Each new eligible director who joins our board of directors after this offering will be granted restricted stock units with an aggregate value of \$335,000 under our 2021 Equity Incentive Plan (the "2021 Plan"). The number of such restricted stock units will be calculated by dividing \$335,000 by the Conversion Price, rounded down to the nearest whole share. The restricted stock units will be granted on the next established grant date following the date the new eligible director joins our board of directors and will

vest annually over a three-year period, subject to continued service as a director through each such vesting date.

On the next established grant date after each annual meeting of our stockholders, each eligible director who continues to serve as a director of our Company following the annual stockholder meeting will be granted restricted stock units with an aggregate value of \$195,000 under our 2021 Plan. The number of such restricted stock units will be calculated by dividing \$195,000 by the Conversion Price, rounded down to the nearest whole share. The restricted stock units shall vest in full on the first anniversary of the grant date; provided, however, that in the event a director is up for re-election at an annual meeting of stockholders and is not elected to continue serving as a member of the board of directors at such annual meeting of stockholders, the restricted stock units shall be deemed fully vested on that annual meeting date.

In addition, we will reimburse eligible directors for ordinary, necessary and reasonable out-of-pocket travel expenses to cover in-person attendance at and participation in board of directors and committee meetings.

Exhibit 31.1

**CERTIFICATION OF PRINCIPAL EXECUTIVE OFFICER
PURSUANT TO RULES 13A-14(A) AND 15D-14(A) UNDER THE SECURITIES EXCHANGE ACT OF 1934,
AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002**

I, Rathna Girish Mathrubootham, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of Freshworks Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
 - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Rathna Girish Mathruboatham
Chief Executive Officer and Chairman
(*Principal Executive Officer*)

Exhibit 31.2

**CERTIFICATION OF PRINCIPAL FINANCIAL OFFICER
PURSUANT TO RULES 13A-14(A) AND 15D-14(A) UNDER THE SECURITIES EXCHANGE ACT OF 1934,
AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002**

I, Tyler Sloat, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of Freshworks Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
 - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Tyler Sloat
Chief Financial Officer
(*Principal Financial Officer and Principal Accounting Officer*)

**CERTIFICATION OF PRINCIPAL EXECUTIVE OFFICER PURSUANT TO 18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of Freshworks Inc. (the "Company") on Form 10-Q for the period ended **September 30, 2023** **March 31, 2024** as filed with the Securities and Exchange Commission on the date hereof, to which this Certificate is attached as Exhibit 32.1 (the "Report"), I, Rathna Girish Mathrubootham, Chief Executive Officer and Chairman of the Company, do hereby certify, to the best of my knowledge and pursuant to the requirement set forth in Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended, (the "Exchange Act") and Section 1350 of Chapter 63 of Title 18 of the United States Code (18 U.S.C. § 1350), as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Exchange Act; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

In Witness Whereof, the undersigned has set his hands hereto as of the date set forth below.

Date: **October 31, 2023** **May 1, 2024**

By: /s/ Rathna Girish Mathrubootham

Rathna Girish Mathrubootham
Chief Executive Officer and Chairman
(*Principal Executive Officer*)

This certification accompanies the Form 10-Q to which it relates, is not deemed filed with the Securities and Exchange Commission and is not to be incorporated by reference into any filing of the Company under the Securities Act of 1933, as amended, or the Exchange Act (whether made before or after the date of the Form 10-Q), irrespective of any general incorporation language contained in such filing.

**CERTIFICATION OF PRINCIPAL FINANCIAL OFFICER PURSUANT TO 18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of Freshworks Inc. (the "Company") on Form 10-Q for the period ended **September 30, 2023** **March 31, 2024** as filed with the Securities and Exchange Commission on the date hereof, to which this Certificate is attached as Exhibit 32.2 (the "Report"), I, Tyler Sloat, Chief Financial Officer of the Company, do hereby certify, to the best of my knowledge and pursuant to the requirement set forth in Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended, (the "Exchange Act") and Section 1350 of Chapter 63 of Title 18 of the United States Code (18 U.S.C. § 1350), as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Exchange Act; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

In Witness Whereof, the undersigned has set his hands hereto as of the date set forth below.

Date: **October 31, 2023** **May 1, 2024**

By: /s/ Tyler Sloat

Tyler Sloat
Chief Financial Officer
(*Principal Financial Officer and Principal Accounting Officer*)

This certification accompanies the Form 10-Q to which it relates, is not deemed filed with the Securities and Exchange Commission and is not to be incorporated by reference into any filing of the Company under the Securities Act of 1933, as amended, or the Exchange Act (whether made before or after the date of the Form 10-Q), irrespective of any general incorporation language contained in such filing.

DISCLAIMER

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