



CORPORATE PRESENTATION

November 2025



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Forward-looking statements are based on information available at the time those statements are made and management's good faith beliefs and assumptions as of that time with respect to future events and are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in or suggested by the forward-looking statements. In light of these risks and uncertainties, the forward-looking events and circumstances discussed in this presentation may not occur and actual results could differ materially from those anticipated or implied in the forward-looking statements. These risks and uncertainties include, but are not limited to: our ability to attract and retain employers and job seekers; our ability to compete with well-established competitors and new entrants; our ability to achieve and/or maintain profitability; our ability to protect, maintain and enhance our brand and intellectual property; our dependence on macroeconomic factors; our ability to maintain and improve the quality of our platform; our dependence on the interoperability of our platform with mobile operating systems that we do not control; our ability to successfully implement our business plan during a global economic downturn that may impact the demand for our services or have a material adverse impact on our and our business partners' financial condition and results of operations; our ability and the ability of third parties to protect our users' personal or other data from a security breach and to comply with laws and regulations relating to consumer data privacy and data protection; our ability to detect errors, defects or disruptions in our platform; our ability to comply with the terms of underlying licenses of open source software components on our platform; our ability to expand into markets outside the United States; our ability to achieve desired operating margins; our compliance with a wide variety of U.S. and international laws and regulations; our reliance on Amazon Web Services;

our ability to mitigate payment and fraud risks; our dependence on our senior management and our ability to attract new talent; and the other important risk factors more fully discussed and described in documents we have filed with the Securities and Exchange Commission ("SEC"), including our Annual Report on Form 10-K for the year ended December 31, 2024 that is filed with the SEC and available on the Investor Relations section of our website at <https://ziprecruiter-investors.com/financials/sec-filings/default.aspx> and on the website of the SEC. In addition, we operate in a very competitive and rapidly changing environment.

Numerical figures in this presentation may be subject to rounding adjustments. Accordingly, numerical figures shown as totals in various tables or graphs may not be arithmetic aggregations of the figures that precede them. This presentation does not purport to contain all of the information that may be relevant to an evaluation of our company. In all cases, the interested parties should conduct their own independent investigation and analysis. Neither we nor our affiliates or representatives make any representation or warranty, express or implied, as to the accuracy or completeness of this presentation.

In addition to financial information presented in accordance with U.S. generally accepted accounting principles ("GAAP"), this presentation includes certain non-GAAP financial measures, including Adjusted EBITDA and Adjusted EBITDA margin. These non-GAAP measures have limitations as analytical tools and are presented for supplemental informational purposes only, and should not be considered in isolation or as a substitute for financial information presented in accordance with GAAP. For example, other companies may calculate 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. A reconciliation of these measures to the most directly comparable GAAP measures is included in the Appendix to this presentation.

This presentation contains statistical data, estimates and forecasts that are based on independent industry publications or other publicly available information, as well as other information based on our internal sources. This information involves many assumptions and limitations, and you are cautioned not to give undue weight to these estimates. We have not independently verified the accuracy or completeness of the data contained in these industry publications and other publicly available information. Accordingly, we make no representations as to the accuracy or completeness of that data nor do we undertake to update such data after November 5, 2025.

The trademarks included herein are the property of the owners thereof and are used for identification purposes only and shall be considered nominative fair use under trademark law. Such use should not be construed as an endorsement of the products and services of ZipRecruiter.

ZIPRECRUITER HIGHLIGHTS

Revenue

Q3'25

\$115.0 mm

Adjusted EBITDA

Q3'25

\$9.2 mm

8% margin

Revenue per Paid Employer

Q3'25

\$1,717

Note: Revenue figures are GAAP. All other figures are non-GAAP. See Appendix below for additional information regarding non-GAAP measures used in this presentation and a reconciliation of GAAP to non-GAAP measures

ZipRecruiter Key Investment Highlights

Actively connecting people to their next great opportunity



Disrupting a Large TAM

Over \$300bn TAM¹ opportunity in recruiting industry



Leading AI Technology Powered by Large Proprietary Data Set

+4 million businesses and +170 million job seekers² have created billions of proprietary hiring data points, used by our AI technology to drive better matches. We delivered over 40 million Great Match candidates in 2024



Differentiated Offering

We use technology to make job search more human. Unlike traditional online job sites, ZipRecruiter works like a matchmaker curating job opportunities for job seekers, and candidates for employers. Phil, our AI-driven career advisor, leads job seekers through their hiring journey



Brand Strength

Job seekers love our #1 rated job search app³. We have invested to build the ZipRecruiter brand to 80% aided brand awareness among U.S. employers and job seekers since our founding



Flexible Financial Model

We respond to changing macroeconomic conditions quickly with variable sales and marketing expenses. Healthy 16% Adjusted EBITDA margin for FY 2024 despite significant macroeconomic headwinds

1. Represents 2023 estimated market size; \$300bn+ figure represents summation of "Office Staffing & Temp Agencies in the US" market and "Employment & Recruiting Agencies in the US" market. Source: Based on the following published reports: (i) IBISWorld Inc., Office Staffing & Temp Agencies in the US, Oct-2023, (ii) IBISWorld Inc., Employment & Recruiting Agencies in the US, Oct-2023, and (iii) IBISWorld Inc., Online Recruitment Sites, Jan-2024.

2. Data is as of January 2025 and includes businesses and job seekers who have come to ZipRecruiter for their hiring and job search needs since the founding of ZipRecruiter in 2010.

3. Based on job seeker app ratings, Jan 2024 to Jan 2025 from AppFollow for ZipRecruiter, CareerBuilder, Glassdoor, Indeed, LinkedIn, and Monster.

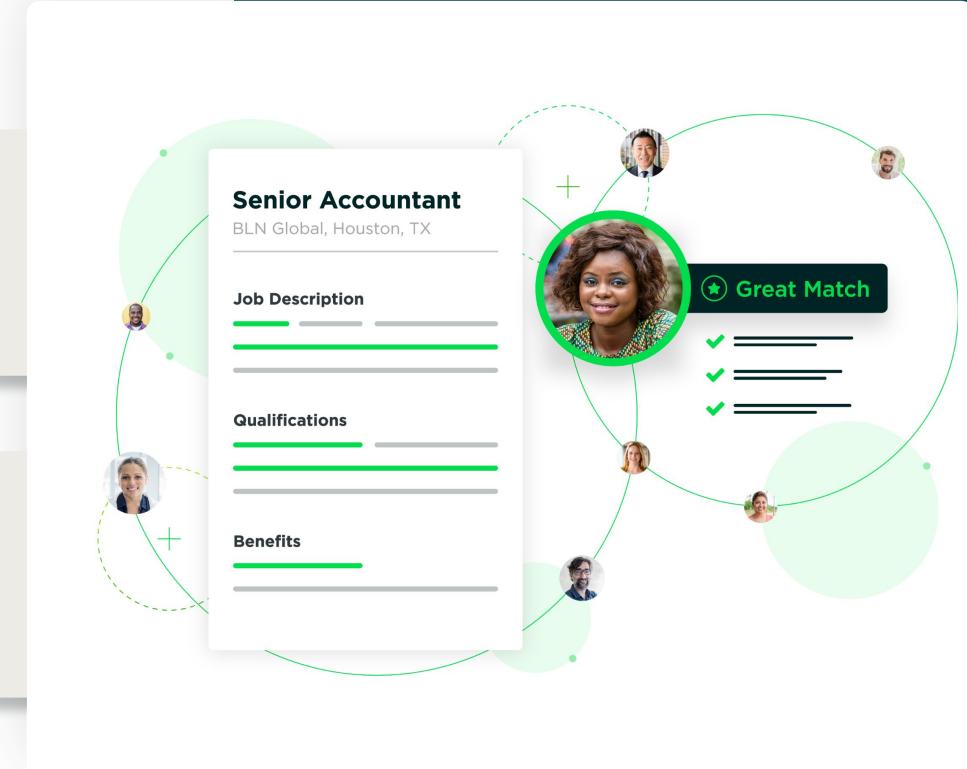


ACTIVELY
CONNECTING
PEOPLE TO
THEIR NEXT
GREAT
OPPORTUNITY

Two-Sided Marketplace Connects Employers And Job Seekers

+4mm
EMPLOYERS OF ALL SIZES

+170mm
JOB SEEKERS



Source: Internal ZipRecruiter data

Note: Data is as of January 2025 and includes businesses and job seekers who have come to ZipRecruiter for their hiring and job search needs since the founding of ZipRecruiter in 2010.

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You Can See The Improvement In The Metrics

We delivered over 40 million Great Match candidates in 2024

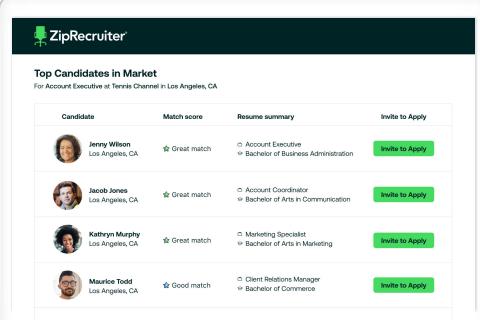


80% of employers that post on ZipRecruiter receive a quality candidate within the first 24 hrs



Flexible Business Model Aligned With Employer Success

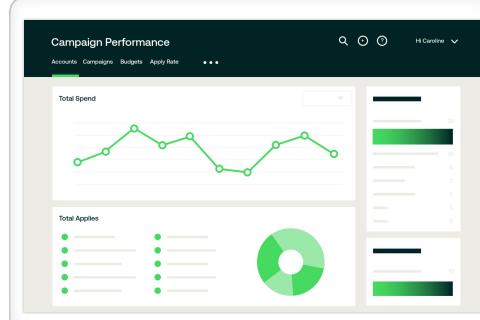
Flat-Rate Pricing



76% of revenue*

Daily, monthly and annual subscription plans

Performance-Based Pricing



24% of revenue*

Cost-per-click on job postings

100% OF OUR REVENUE
COMES FROM EMPLOYERS

*Based on the three months ended September 30, 2025.

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Multiple Revenue Growth Paths Across Each Employer Pricing Model

Flat-Rate Pricing

(Subscription Plans | Daily, Monthly & Annual)



Broad distribution across partner network



Premium placements in email alerts and other ad products



Additional job slots



Job posting enhancements (to help ad stand out from the rest)



Personalized outreach: Invite to Apply



Product improvements that facilitate and enhance employer and job seeker connections

Performance-Based Pricing

(Cost-per-click on job postings)



Land-and-expand: grow spend base by incorporating more of an employer's jobs into campaigns



Pay more, get more; increase CPCs to get more and better job seeker traffic



Integrate with over 180 applicant tracking systems (ATS) used by larger, enterprise employers

We Are Rated
The **#1** App

#1

RATED JOB SEARCH APP
FOR JOB SEEKERS

on iOS and Android¹

Recommended For You



Sales Representative

Apex Networks
New York, NY · Remote
\$33 - \$36/hr
Full-time
Medical, Vision, Life

Apply Now



Sales Manager

Trident Trucking
New York, NY · Remote
\$100K - \$136.50K/yr
Full-time
Medical, Vision

#1

RATED EMPLOYMENT
JOB SITE
in the U.S.²

¹ Based on job seeker app ratings, Jan 2024 to Jan 2025 from AppFollow for ZipRecruiter, CareerBuilder, Glassdoor, Indeed, LinkedIn, and Monster.

² Based on G2 satisfaction ratings as of January 10, 2025.

Matching That Learns

Marketplace Signals

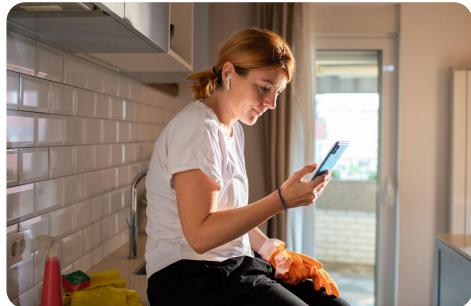
Job Seekers

Résumé

Search Activity

Application Activity

Employer Response



Suggested Jobs

Invite to Apply

Email Alerts

Employer Communication

Employers

Job Description

Résumé Views

Candidate Ratings

Contact Info Requests



Suggested Candidates To Invite To Apply

Search For Similar Candidates



Better Results

Compelling Marketing Over Time Has Made ZipRecruiter A Household Name With Over 80% Aided Brand Awareness

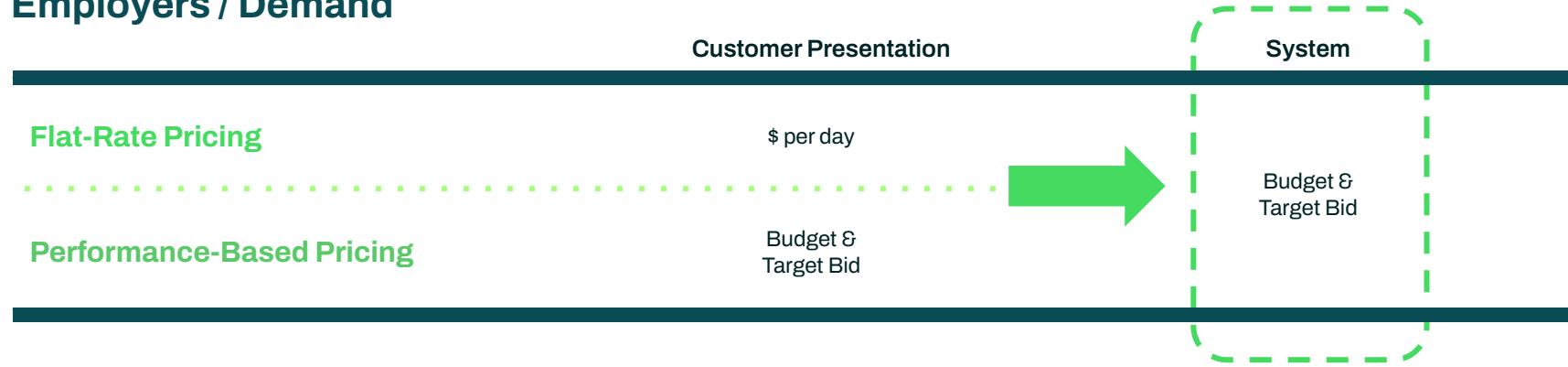
Based on our ZipRecruiter Brand Awareness Survey, 2025, an internal company-designed survey of 624 participants, which included (1) certain persons who had been involved in hiring processes and had used, or intend to use, online job posting websites within the preceding two years in connection with such hiring processes, (2) decision makers at hiring sites or systems, or influencers in the process of hiring candidates and (3) business owners, human resource managers, and non-human resources managers for U.S. based companies with up to 500 employees. The survey responses were used to measure brand health dimensions for us within the U.S. employer market and to explore how we benchmark against our competition. We designed the Brand Awareness Survey in accordance with what we believe are best practices for conducting a survey. Nevertheless, while we believe this survey is reliable, it involves a number of assumptions and limitations, and no independent sources have verified such survey.



Partial list of all marketing relationships (brands included here as of September 2025)

Sophisticated Back End Ensures Right Unit Economics For Each Customer Across Both Pricing Plans

Employers / Demand

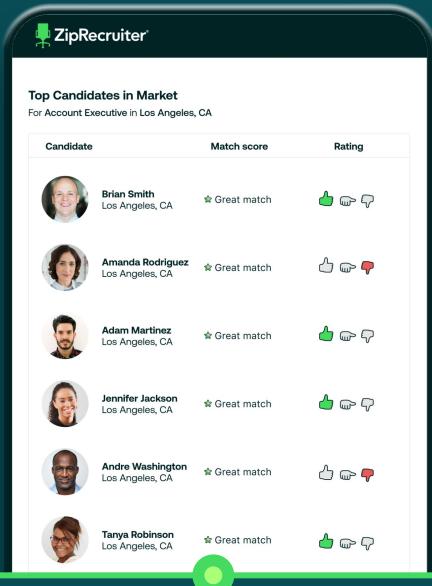


SIMILAR MARGIN STRUCTURE BETWEEN FLAT-RATE AND PERFORMANCE-BASED PRICING

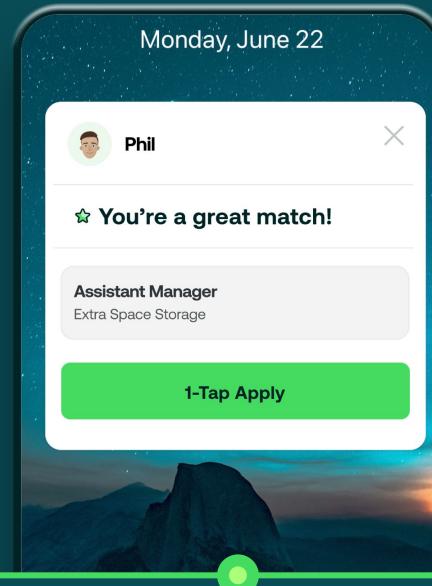
Simple Employer Journey



When a job is posted, AI invites qualified job seekers in the ZipRecruiter marketplace to apply.

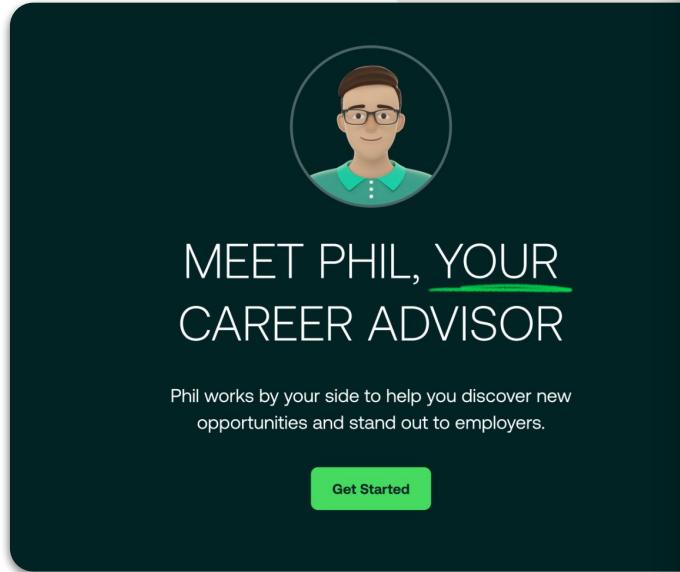


Candidates can be rated by the employer as they come in.



AI learns employer preferences and invites similar candidates to apply.

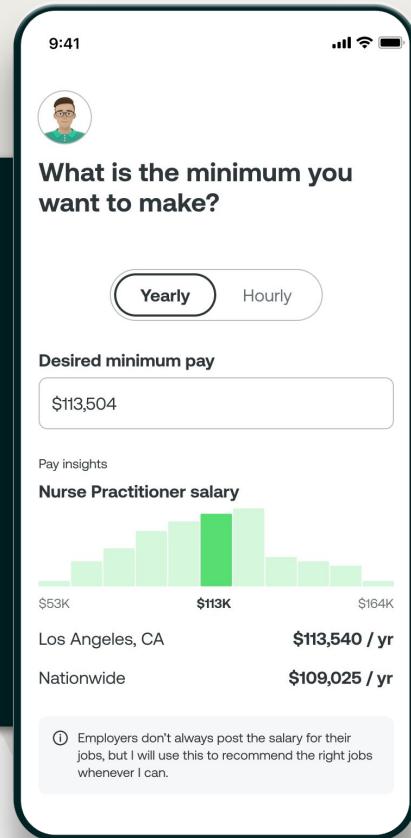
Phil, Our
AI-Powered
Career Advisor,
Leads Job
Seekers Through
The Hiring
Journey



MEET PHIL, YOUR CAREER ADVISOR

Phil works by your side to help you discover new opportunities and stand out to employers.

[Get Started](#)



9:41

What is the minimum you want to make?

Yearly Hourly

Desired minimum pay

\$113,504

Pay insights

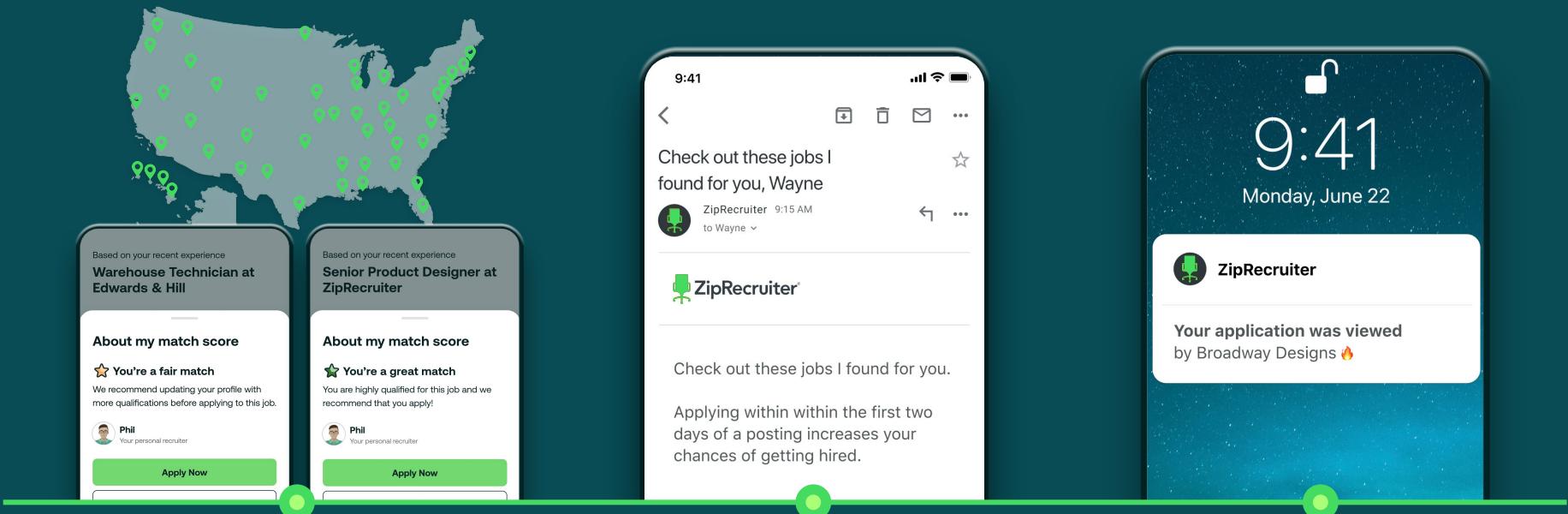
Nurse Practitioner salary

Location	Salary
Los Angeles, CA	\$113,540 / yr
Nationwide	\$109,025 / yr
Other	\$53K, \$113K, \$164K

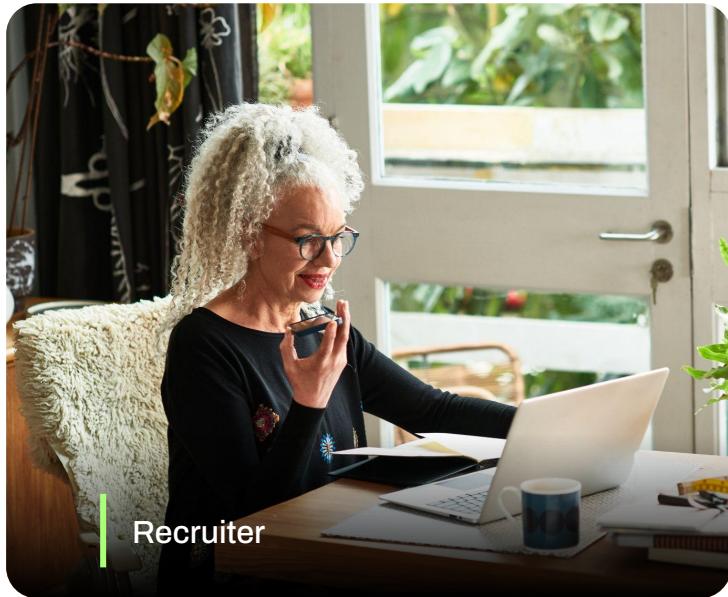
① Employers don't always post the salary for their jobs, but I will use this to recommend the right jobs whenever I can.

 ZipRecruiter

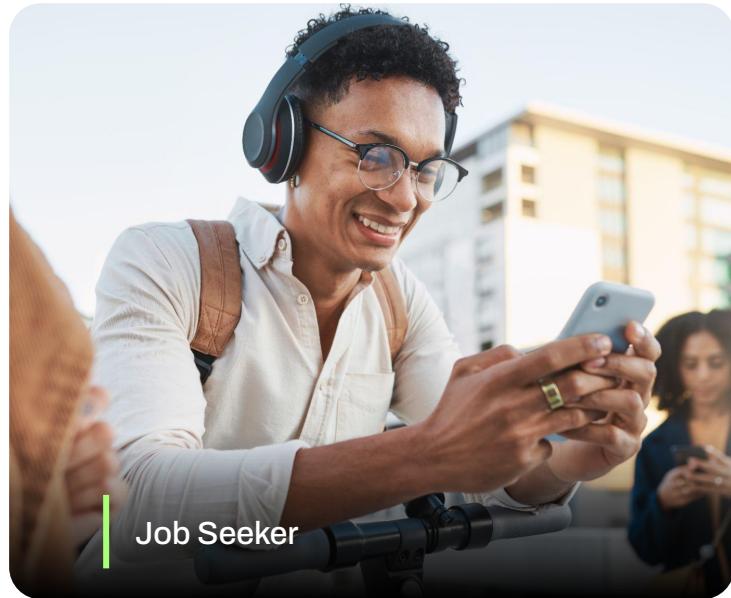
Simple Job Seeker Journey



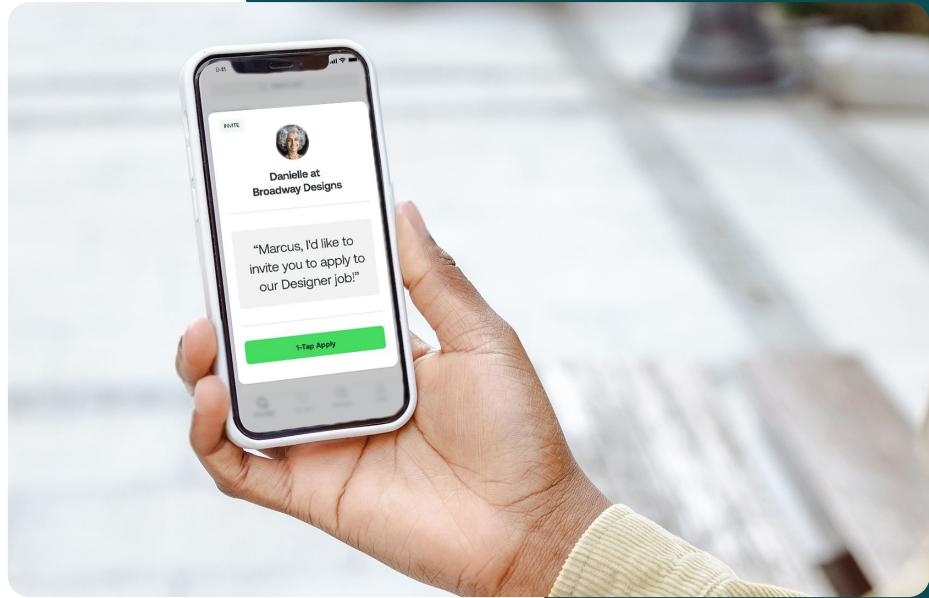
“Invite to Apply” Changes The Way The Whole Hiring Category Works



Job Seekers Go From Searching To **Getting Recruited**



Job Seeker



Recruiting Is a Big Category In The U.S.

Note: IBIS periodically updates their industry reports and restates historically reported actuals with the latest information. Online Recruitment Sites report restated the 2023 actuals in January 2024, and Office Staffing & Temp Agencies in the US and Employment & Recruiting Agencies in the US reports restated 2023 and prior actuals in October 2023.

Note: Represents 2023 estimated market size; \$300bn+ figure represents summation of “Office Staffing & Temp Agencies in the US” market and “Employment & Recruiting Agencies in the US” market.
Source: Based on the following published reports: (i) IBISWorld Inc., Office Staffing & Temp Agencies in the US, Oct-2023, (ii) IBISWorld Inc., Employment & Recruiting Agencies in the US, Oct-2023, and (iii) IBISWorld Inc., Online Recruitment Sites, Jan-2024.

U.S. Employment & Recruiting Agencies and Staffing & Temp Market

\$300bn+

Online Recruitment Sites
\$15bn+

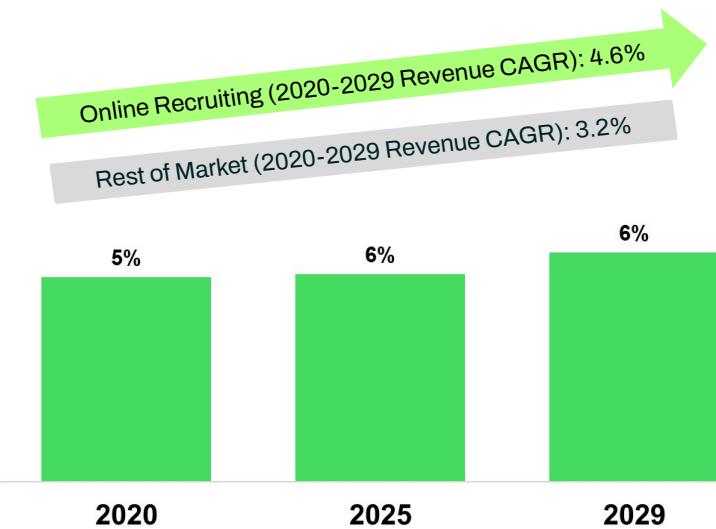
Online Recruiting Growing Faster Than The Category Overall

Note: IBIS periodically updates their industry reports and restates historically reported actuals with the latest information. Online Recruitment Sites report restated the 2023 actuals in January 2024, and may do so again in the future based on further information.

Source: Based on the following published reports: (i) IBISWorld Inc., Office Staffing & Temp Agencies in the US, Oct-2023, (ii) IBISWorld Inc., Employment & Recruiting Agencies in the US, Oct-2023, and (iii) IBISWorld Inc., Online Recruitment Sites, Jan-2024.

Note: All data is US only; Online Recruiting market based on IBISWorld “Online Recruitment Sites” market; Total Recruiting market based on IBISWorld “Office Staffing & Temp Agencies in the US” + “Employment & Recruiting Agencies in the US.”

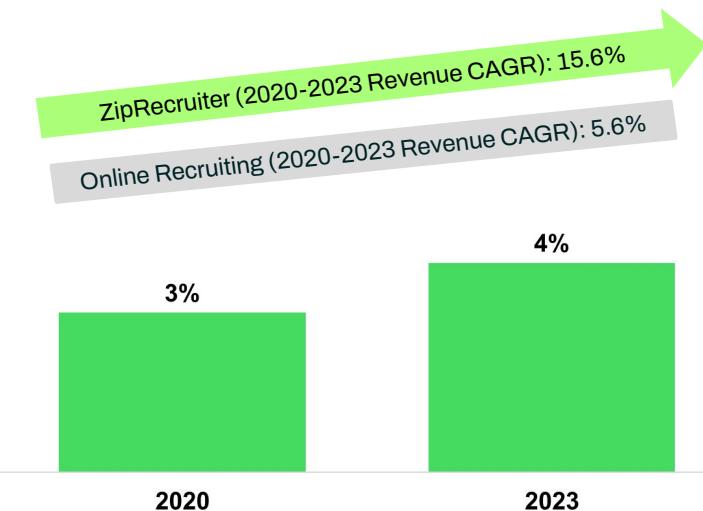
Online Recruiting Share % of Total Market



ZipRecruiter

Increasing Market Share Through Downturn

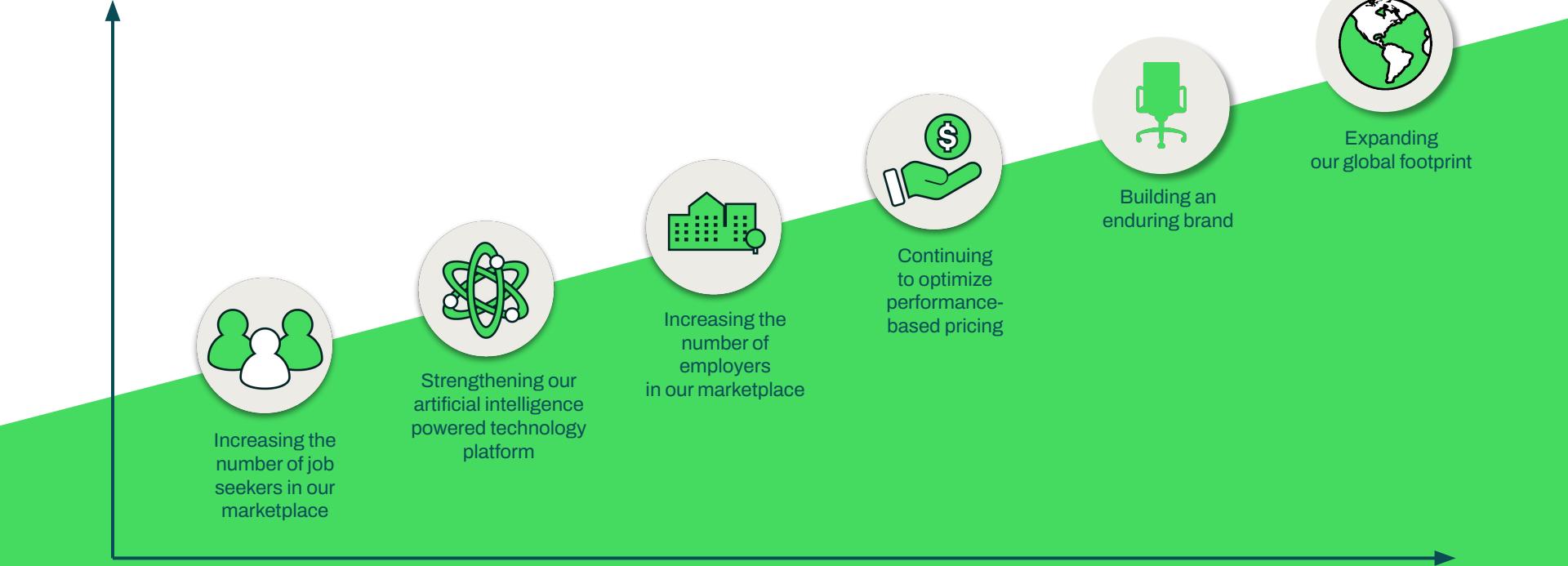
ZipRecruiter Market Share *% of Online Recruiting*



Note: IBIS periodically updates their industry reports and restates historically reported actuals with the latest information. Online Recruitment Sites report restated the 2023 actuals in January 2024, and may do so again in the future based on further information.

Source: Based on the following published report: IBISWorld Inc., Online Recruitment Sites, Jan-2024.

Our Growth Strategies



Our ZipRecruiter Team

Ian Siegel
Co-Founder & CEO



INDEPENDENT BOARD MEMBERS

Brie Carere



Mike Gupta



Yvonne Hao



Cipora Herman



Blake Irving



Emily McEvilly



EXECUTIVE TEAM

Megan Allen
EVP, Chief Product Officer



J.P.Morgan

Amy Garefis
EVP, Chief People Officer



SONY ■ WEDBUSH

Ryan Sakamoto
EVP, Chief Legal Officer



Monika Shah
EVP, Chief Marketing Officer



Boris Shimanovsky
EVP, Chief Technology Officer



David Travers
President



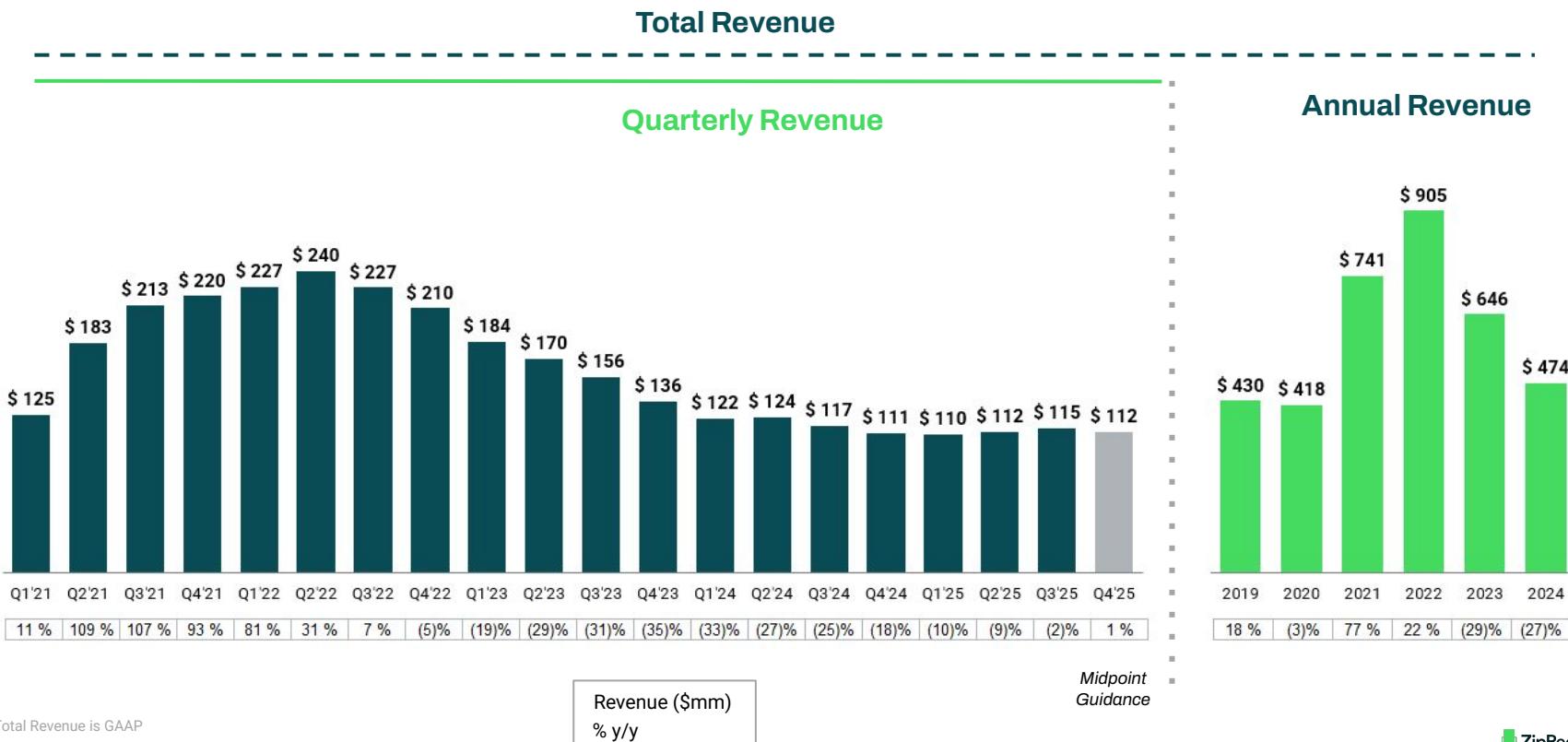
Elliot Wilson
EVP, Sales & Support



Tim Yarbrough
EVP, Chief Financial Officer



Revenue Performance Through The Economic Cycle



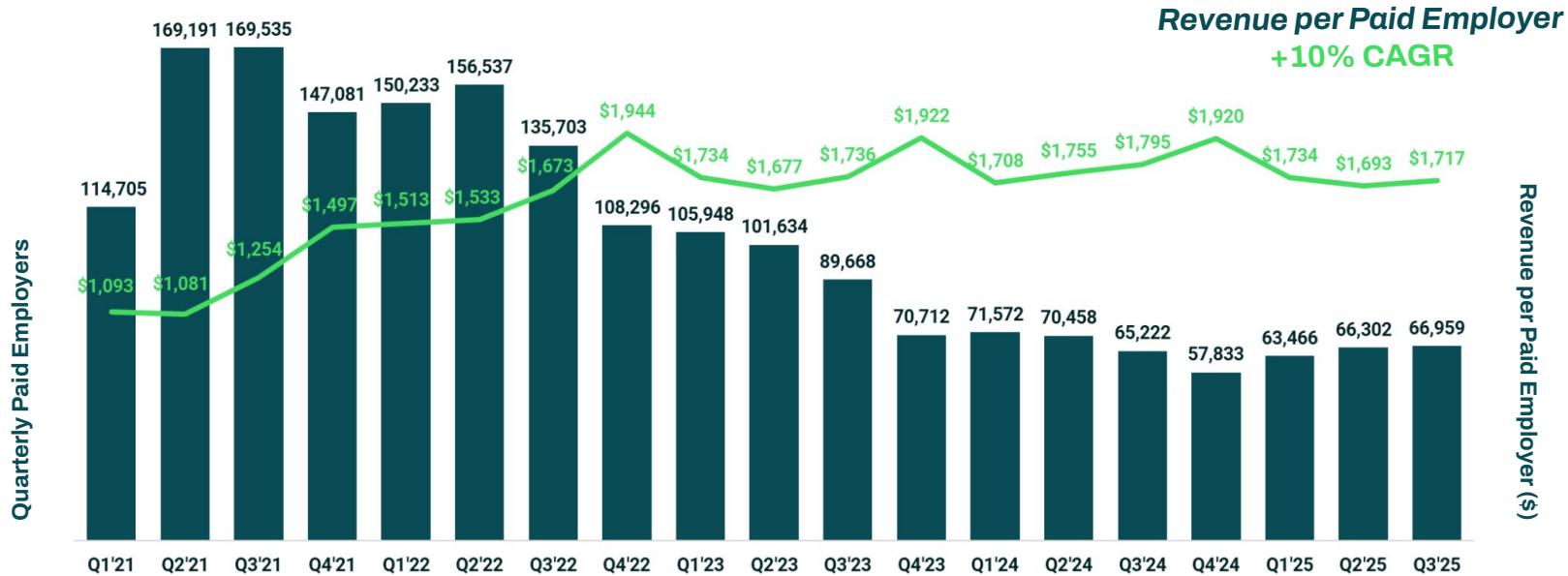
Note: Total Revenue is GAAP

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Key Revenue Drivers: Delivering Increasing Value For Employers Over Time

Quarterly Paid Employers and Revenue per Paid Employer

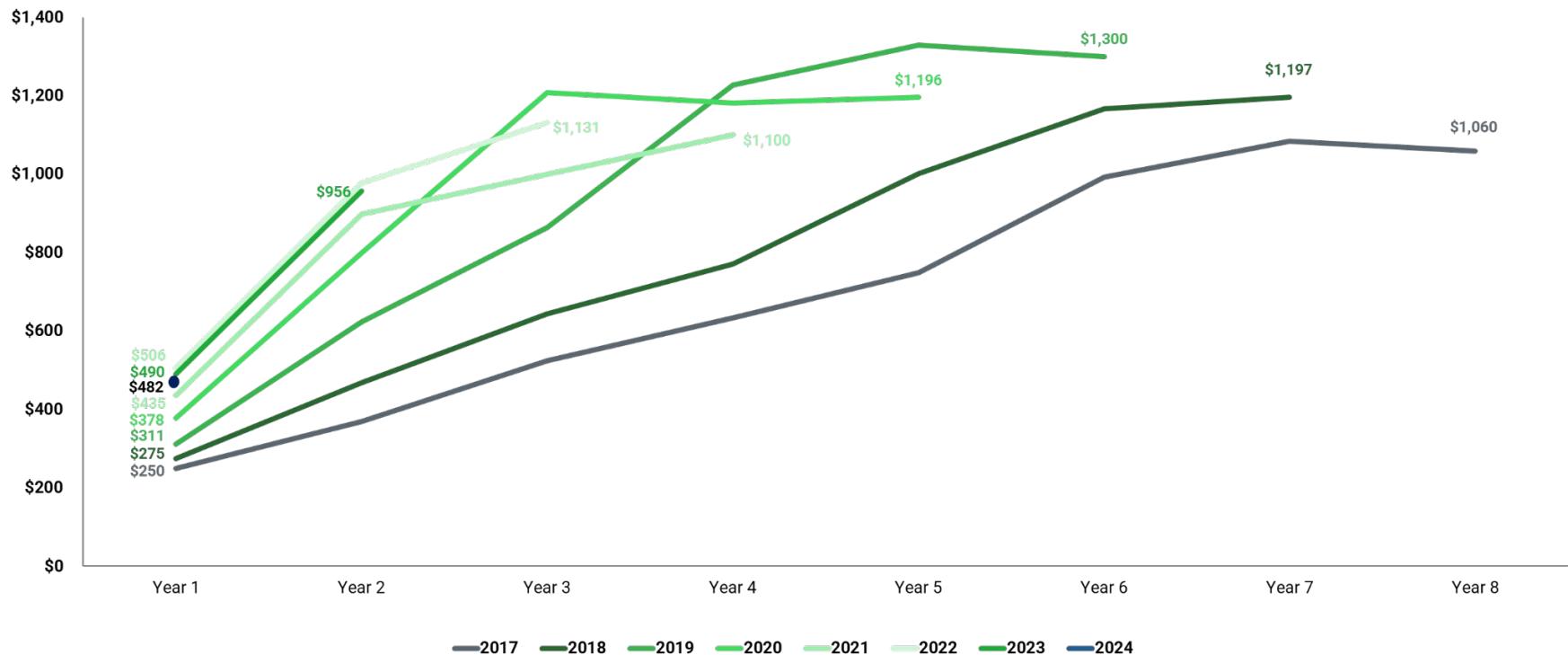
Revenue per Paid Employer equals total Company revenue in a period divided by Paid Employers in the same period



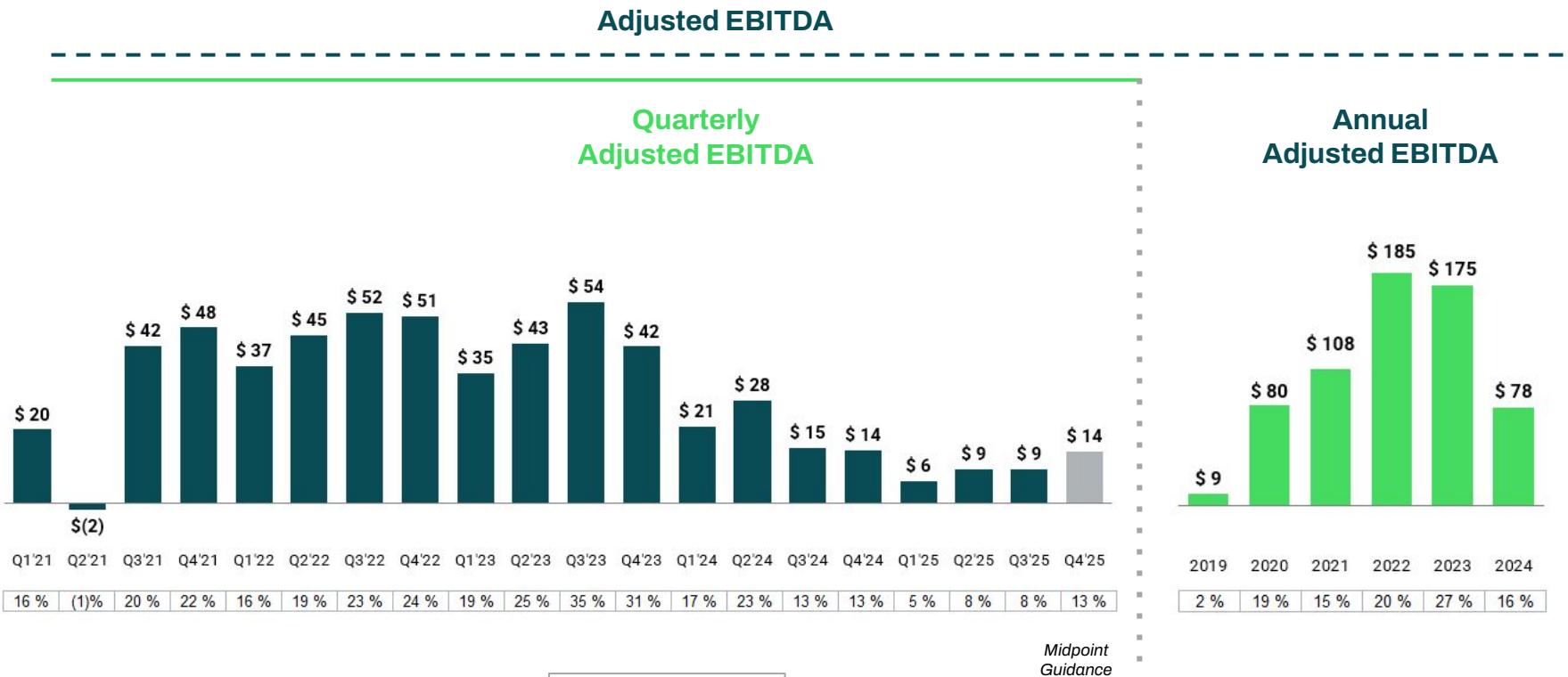
Proven Ability To Deepen Our Engagement

Monthly Revenue Per Paid Employer by Cohort

Monthly Revenue per Paid Employer in Year 1 among our 2017 cohort has increased by nearly **4X** at Year 8.



Disciplined Financial Approach



Q2'21 Adjusted EBITDA includes \$31.9M of direct listing related expenses
 See Appendix below for additional information regarding non-GAAP measures used in this presentation and a reconciliation of GAAP to non-GAAP measures

THANKYOU





APPENDIX

RECONCILIATIONS OF NON-GAAP FINANCIAL MEASURES TO THE MOST DIRECTLY COMPARABLE GAAP MEASURES

RECONCILIATION OF GAAP NET INCOME (LOSS) TO ADJUSTED EBITDA

(in thousands, except Adjusted EBITDA margin data)

	Q1'21	Q2'21	Q3'21	Q4'21	FY2021	Q1'22	Q2'22	Q3'22	Q4'22	Q1'23	Q2'23	Q3'23	Q4'23	Q1'24	Q2'24	Q3'24	Q4'24	Q1'25	Q2'25	Q3'25
GAAP net income (loss)	\$13,398	(\$52,847)	\$22,060	\$20,989	\$3,600	\$8,417	\$13,110	\$20,556	\$19,411	\$5,011	\$14,380	\$24,076	\$5,631	(\$6,505)	\$7,014	(\$2,570)	(\$10,793)	(\$12,831)	(\$9,506)	(\$9,822)
Stock-based compensation	1,226	64,366	22,033	19,633	107,258	20,494	17,660	19,324	19,478	21,571	17,639	19,095	25,930	18,576	15,589	15,088	15,200	14,627	12,612	11,060
Depreciation and amortization	2,302	2,233	2,464	2,464	9,463	2,485	2,637	2,867	2,693	2,731	3,109	2,619	3,165	3,110	2,837	3,139	3,205	2,976	3,393	3,216
Interest expense	209	266	221	220	916	6,285	7,511	7,361	7,341	7,341	7,346	7,351	7,355	7,356	7,361	7,475	7,405	7,392	7,401	7,406
Other (income) expense, net	(386)	181	154	19	(32)	25	(36)	(321)	(5,022)	(5,022)	(5,014)	(4,695)	(5,775)	(4,879)	(5,599)	(6,320)	(5,040)	(5,355)	(4,953)	(4,119)
Income tax expense (benefit)	3,245	(15,917)	(4,467)	4,263	(12,876)	(503)	4,512	1,875	6,706	3,630	5,812	5,934	6,076	3,122	647	(1,824)	4,412	(875)	396	1,508
Adjusted EBITDA	\$19,994	(\$1,718)	\$42,465	\$47,588	\$108,329	\$37,203	\$45,394	\$51,662	\$50,607	\$35,262	\$43,272	\$54,380	\$42,382	\$20,780	\$27,849	\$14,988	\$14,389	\$5,934	\$9,343	\$9,249
Adjusted EBITDA margin	16%	-1%	20%	22%	15%	16%	19%	23%	24%	19%	25%	35%	31%	17%	23%	13%	13%	5%	8%	8%

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
GAAP net income (loss)	(\$6,349)	\$86,048	\$3,600	\$61,494	\$49,098	(\$12,854)
Stock-based compensation	6,740	5,752	107,258	76,956	84,235	64,453
Depreciation and amortization	8,944	9,949	9,463	10,682	11,624	12,291
Interest expense	575	1,037	916	28,498	29,393	29,597
Other (income) expense, net	(1,132)	(942)	(32)	(5,354)	(20,506)	(21,838)
Income tax expense (benefit)	588	(21,711)	(12,876)	12,590	21,452	6,357
Adjusted EBITDA	\$9,366	\$80,133	\$108,329	\$184,866	\$175,296	\$78,006
Adjusted EBITDA margin	2%	19%	15%	20%	27%	16%

KEY OPERATING METRICS AND NON-GAAP FINANCIAL MEASURES

This presentation includes certain key operating metrics, including Quarterly Paid Employers and Revenue per Paid Employer, and non-GAAP financial measures, including Adjusted EBITDA and Adjusted EBITDA margin.

We define Paid Employers as any actively recruiting employer(s) (or entities acting on behalf of an employer) on a paying subscription plan or performance marketing campaign for at least one day. Paid Employer(s) excludes employers from our Job Distribution Partners or other indirect channels, employers who are not actively recruiting and employers on free trial. Job Distribution Partners are defined as third-party sites who have a relationship with us and advertise jobs from our marketplace. Quarterly Paid Employers means, with respect to any fiscal quarter, the count of Paid Employers during such fiscal quarter. Revenue per Paid Employer is the total company revenue in a particular period divided by the count of Quarterly Paid Employers in the same period.

We define Adjusted EBITDA as our net income (loss) before interest expense, other income (expense), net, income tax expense (benefit) and depreciation and amortization, adjusted to eliminate stock-based compensation expense. Adjusted EBITDA margin represents Adjusted EBITDA as a percentage of revenue for the same period.

Management and our board of directors use these key operating metrics and non-GAAP financial measures as supplemental measures of our performance because they assist us in comparing our operating performance on a consistent basis, as they remove the impact of some items not directly resulting from our core operations. We also use these key operating metrics and non-GAAP financial measures for planning purposes, including the preparation of our internal annual operating budget and financial projections, to evaluate the performance and effectiveness of our strategic initiatives and to evaluate our capacity for capital expenditures to expand our business.

Adjusted EBITDA and Adjusted EBITDA margin should not be considered in isolation, as an alternative to, or superior to net income (loss), revenue, cash flows or other measures derived in accordance with GAAP. These non-GAAP measures are frequently used by analysts, investors and other interested parties to evaluate companies in our industry. Management believes that the presentation of non-GAAP financial measures is an appropriate measure of operating performance because they eliminate the impact of some expenses that do not relate directly to the performance of our underlying business.

These non-GAAP financial measures should not be construed as an inference that our future results will be unaffected by unusual or other items. Additionally, Adjusted EBITDA and Adjusted EBITDA margin are not intended to be a measure of free cash flow for management's discretionary use, as they do not reflect our tax payments and certain other cash costs that may recur in the future, including, among other things, cash requirements for costs to replace assets being depreciated and amortized. Management compensates for these limitations by relying on our GAAP results in addition to using Adjusted EBITDA and Adjusted EBITDA margin as supplemental measures of our performance. Our measures of Adjusted EBITDA and Adjusted EBITDA margin used herein are not necessarily comparable to similarly titled captions of other companies due to different methods of calculation.

See the tables above regarding reconciliations of these non-GAAP financial measures to the most directly comparable GAAP measures.