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Certain statements in this presentation may be considered "forward-looking statements" within the meaning of the "safe harbor" provisions of the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements generally relate to future events or Holley's future financial or operating performance. For example, projections of future revenue and adjusted EBITDA and other metrics, along with statements regarding the impact of organizational changes, are forward-looking statements. In some cases, you can identify forward-looking statements by terminology such as "may," "should," "expect," "intend." "will." "estimate." "anticipate." "believe." "predict." "or" or the negatives of these terms or variations of them or similar terminology. Such forward-looking statements are subject to risks, uncertainties, and other factors which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. These forward-looking statements are based upon estimates and assumptions that, while considered reasonable by Holley and its management, are inherently uncertain. Factors that may cause actual results to differ materially from current expectations include, but are not limited to: 1) the ability of Holley to grow and manage growth profitably which may be affected by, among other things, competition; to maintain relationships with customers and suppliers; and to retain its management and key employees; 2) Holley's ability to compete effectively in our market; 3) Holley's ability to successfully design, develop, and market new products and platforms; 4) Holley's ability to respond to changes in vehicle ownership and type; 5) Holley's ability to maintain and strengthen demand for our products; 6) Holley's ability to effectively manage our growth; 7) Holley's ability to attract new customers in a cost-effective manner; 8) Holley's ability to expand into additional consumer markets; 9) costs related to Holley being a public company; 10) disruptions to Holley's operations, including as a result of cybersecurity incidents; 11) changes in applicable laws or regulations; 12) the outcome of any legal proceedings that have been or may be instituted against Holley; 13) general economic and political conditions, including the current macroeconomic environment, political tensions and war (including the conflict in Ukraine, the conflict in the Middle East, and the possible expansion of such conflicts and potential geopolitical consequences); 14) the possibility that Holley may be adversely affected by other economic, business and/or competitive factors, including recent events affecting the financial services industry (such as the closures of certain regional banks); 15) Holley's estimates of its financial performance (e.g., the successful execution of cost saving initiatives); 16) Holley's ability to anticipate and manage through disruptions and higher costs in manufacturing, supply chain, logistical operations, and shortages of certain company products in distribution channels; 17) inability to predict how products will ultimately be used; and 18) other risks and uncertainties set forth in the section entitled "Risk Factors" and "Cautionary Note Regarding Forward-Looking Statements" in the Annual Report on Form 10-K for the year ended December 31, 2023 filed with the U.S. Securities and Exchange Commission ("SEC") on March 14, 2024, and/or disclosed in any subsequent filings with the SEC. Although Holley believes the expectations reflected in the forward-looking statements are reasonable, nothing in this presentation should be regarded as a representation by any person that the forward-looking statements or projections set forth herein will be achieved or that any of the contemplated results of such forward looking statements or projections will be achieved. There may be additional risks that Holley presently does not know or that Holley currently believes are immaterial that could also cause actual results to differ from those contained in the forward-looking statements. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. Holley undertakes no duty to update these forward-looking statements, except as otherwise required by law.

Included in this Presentation are certain financial measures that are not calculated in accordance with U.S. generally accepted accounting principles ("GAAP") that are designed to supplement, and not substitute Holley's financial information presented in accordance with GAAP, including, but not limited to, EBITDA, Adjusted EBITDA Margin, Bank-adjusted EBITDA Leverage Ratio, Adjusted Gross Profit Margin, Adjusted Net Income, Adjusted Diluted EPS, and Free Cash Flow. The non-GAAP measures as defined by Holley may not be comparable to similar non-GAAP measures presented by other companies. The presentation of such measures, which may include adjustments to exclude non-recurring items, should not be construed as an inference that Holley's future results, cash flows, or leverage will be unaffected by other nonrecurring items. Refer to information about the non-GAAP measures contained in this Presentation. This Presentation also includes forward-looking estimates of Adjusted EBITDA and Year-end Bank-adjusted EBITDA Leverage Ratio as part of our financial guidance. We do not reconcile these non-GAAP measures for future periods to their most comparable GAAP measures due to the uncertainty and potential variability of reconciling items. Because such items cannot be reasonably predicted with the level of precision required, we are unable to provide a reconciliation of these non-GAAP measures without unreasonable effort. Forward-looking estimates of Adjusted EBITDA and Year-end Bank Adjusted EBITDA Leverage Ratio are estimated in a manner consistent with the relevant definitions and assumptions noted herein.

# Agenda

#### Presenter:

### **Anthony Rozmus**

**Investor Relations** 

#### **Matt Stevenson**

President & CEO

**Jesse Weaver** 

**CFO** 

Group

Matt Stevenson

President & CEO

- Introductions & Forward-Looking Statements
- Results and Highlights
- Financial Results
- Q&A
- Outlook



# Results and Highlights



## Q3 Executive Summary

Maintaining Out-the-Door Share Gains YTD Despite Continued Softness in Market Demand

Well Executed Strategic Marketing Calendar of Events Created a DTC Lift of 110% in the Quarter

B2B participation in Marketing Calendar Led to Positive Uplifts and a Reduction in Channel Inventory

Distributor Inventories Normalized Creating a Positive Step for Stabilized Demand Moving Forward

Operational Improvements Deliver Past Due Reductions of 55% YoY

Cost to Serve Savings of \$2.5M and YTD Savings of \$6.7M Supporting YOY Gross Margin Expansion

Launched Branded Experience Sites to Improve Consumer Engagement and Drive Order Growth

Finished Event Season with Combined Attendance of ~110,000 Attendees

## Q3 Financial Results & Ongoing Business Highlights



#### 2024 Q3 Results

Net Sales

\$134.0M

(14.4%) vs. PY

Adjusted EBITDA Margin<sup>1</sup>

16.5%

(250bps) vs. PY

Adj. Gross Margin<sup>1</sup>

39.0%

170bps vs. PY

Free Cash Flow<sup>1</sup>

\$(2.1)M

(\$23.8M) vs. PY

## **Business Highlights**

#### **New Products Launched in Q3 Across Verticals**



Along with many more!









#### **Operational Excellence**

\$6.7<sub>M</sub>

YTD Cost to Serve Savings

+3.2%

YOY Top 2,500 Products In-Stock % **55.3**%

YOY Reduction in Past Dues

+0.3x

YOY Improvement in Inventory Turns

#### **Elevating Promotional Efforts**

+110%

DTC Incremental Sales Lift during Marketing Calendar Events



Flagship LS Fest East Event attendance of ~45,000 enthusiasts ~\$2MM

3<sup>rd</sup> Party Valuation of LS Fest East Media Value

# LS Fest East: Our flagship US event

A Celebration Of Anything Powered by GM's Incredible LS Engine



#### **Holley Created & Owned Consumer Event**

- Key driver in Holley's success with domestic muscle/LS community
- Drives massive content & connections with influencers and media
  - 6M social media impressions (191K engagements)
  - 11M influencer reach
- 2,752 participating vehicles
  - Domestic Muscle, Modern Truck
     & Off Road, Euro & Import, and
     Safety & Racing verticals
- ~45,000 attendance in 2024







## Steering Principals Guide our Success





LISTENING TO OUR TEAMMATES



ENHANCING OPERATIONS



PUTTING ALL CUSTOMERS FIRST



OPTIMIZING ACQUISITIONS



# Q3 Progress on Keys to Unlocking Transformative Growth

**Develop a High Performing Team** 

Digital Modernization & CXM Optimization

- All key leaders in place and driving increased professionalism & effectiveness
- Executed a restructuring to further deepen capabilities within the organization
- Numerous strategic hires in the within second and third levels of leadership
- Conducted Great Place to Work Survey and using results to elevate company
- Expansion of brand experience sites driving ~20% incremental growth
- SEO and microsites improving marketing efficiency with organic traffic
- Quarterly marketing calendar driving orchestrated sales lifts
- Completed CRM data consolidation initiative for activations in Q4
- Finalized Product Information Management single source of truth for DTC

**B2B Sales Capabilities** 



- Onboarded R&R to support growth in top 50 B2B partners including, E-Tailers,
   National Retailers, Wholesale Distributors
- R&R driving product data adoption improving organic growth of existing products
  - Joint Business Planning w/ top customers to drive partnership and growth
- Developing standardized tracking tools to drive customer-level accountability

**Product Management & Innovation** 

- Product launch groups driving improved new product adoption with distributors
- Phase-gate system driving 25% improvement in new product revenue YTD
- Developed formalized B2B product sales training on all Tier 1 products
- Invested in workflow management tools to improve efficiency in new launches

**Strategic Pricing** 

- Automated competitive pricing updates on top 500 SKUs
- Developing Good/Better/Best Pricing Strategy for major categories
- Targeted pricing changes for Psychological Price points on ~1,500 SKUs
- Experiencing positive results from 80/20 pricing vs. prior price changes
- MAP enforcement now on over 20,000 SKUs

## Multiple Quantifiable Wins Across the Transformation



Digital
Modernization &
CXM Optimization

B2B Sales Capabilities

Product
Management &
Innovation

Power Brands with Notable Growth YTD

+16%

**DTC Sales Up YOY for the Quarter** 

+20%

Incremental lift on new stand-alone brand experience websites

~10%

Reported Distribution Partner
Median Lift from Marketing Calendar
Participation

~12%

YTD National Retailer YOY Sales Growth

~133%

Improvement in Revenue Per SKU YTD

25%

**New Product Revenue YTD** 











# Launching Exciting New Products



#### **Domestic Muscle**



Sniper 2 EFI Bundle w/ HyperSpark Ignition System



Small Block Chevy Hi-Ram Intake Manifolds



Modern Truck & Off-Road









Euro & Import



Dinan M550i/850i Carbon Fiber Cold Air Intake





Safety



Stilo Venti WRX





Stilo ST6 (FN & GT)



# Financial Results



## Financial Priorities – Four Pillars

Proactively Leading the Business to Drive Sustainable Results



## RESTORE HISTORIC PROFITABILITY

- Target 40% GM & ≥20% Adj EBITDA
- Improved operating efficiency with Cost to Serve
- Generated material cost savings
- Proactively implemented furlough to protect nearterm profitability

YTD Cost to Serve Savings of \$6.7M

## IMPROVE FREE CASH FLOW

- Greater fiscal discipline in daily operations
- Funding needed investments through reducing inefficient spend
- Proactive interest rate collar reducing interest expense in an elevated rate environment

YTD FCF of ~\$40M

## OPTIMIZE WORKING CAPITAL

- Optimizing portfolio by reducing non-performing SKUs
- Effective portfolio management by category, and strategic operations planning, to drive continuous improvement in inventory turns
- Exceeding Pre-Covid inventory turn performance

+0.3x YOY Improvement in Inventory Turns

#### DELIVER BALANCE SHEET

- Cash flow generation reducing leverage YoY
- S&P upgrade on Credit and Debt to "B" rating
- Moody's Ratings
  Upgrades Holley's CFR
  to B2
- Near-term cash flow prioritized for debt paydown

Moody's Ratings Upgrade; Prepaid \$75M of Debt since September 2023

Delivering on Key Financial Priorities in a Challenging Macro Environment

## 3Q24 KEY METRIC RECAP

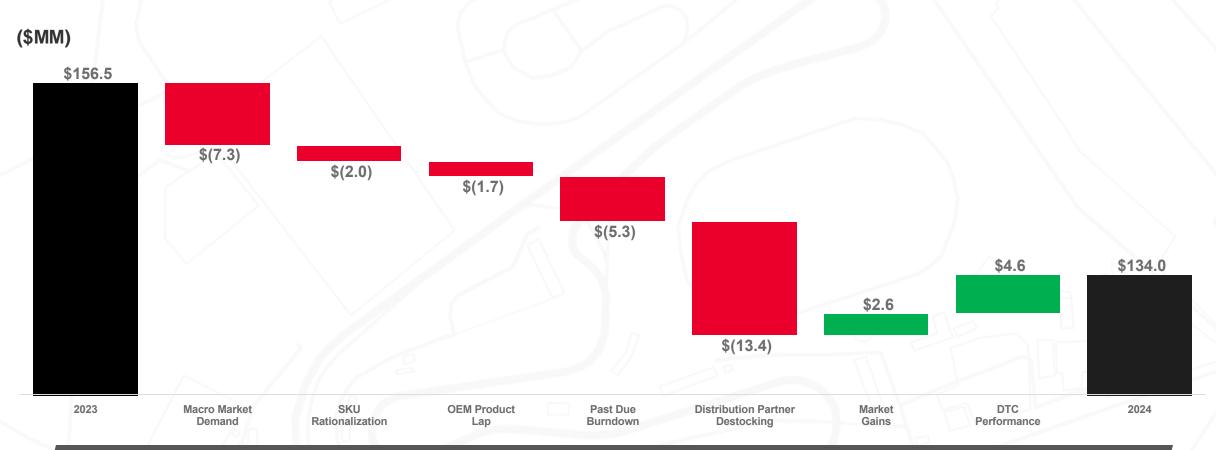


\$ millions	3Q24	3Q23	B/(W)
Net Sales	\$134.0	\$156.5	(14.4%)
Adj. Gross Margin <sup>1</sup>	39.0%	37.3%	170 bps
SG&A (incl. R&D)	\$34.7	\$35.0	\$0.3
Adj. EBITDA <sup>1</sup>	\$22.1	\$29.7	(\$7.6)
Adj. EBITDA Margin <sup>1</sup>	16.5%	19.0%	(250 bps)
Interest Expense	\$15.0	\$13.7	(\$1.3)
Adj. Net Loss (Income) <sup>1</sup>	\$(0.5)	\$3.5	(\$4.0)
Adj. Diluted EPS <sup>1</sup>	\$(0.01)	\$0.04	(\$0.05)
Free Cash Flow <sup>1</sup>	\$(2.1)	\$21.7	(\$23.8)

#### Gross Margin Expansion Helping Offset Leverage Impact on Softer Sales

## Key Factors of 3Q 2024 Net Sales

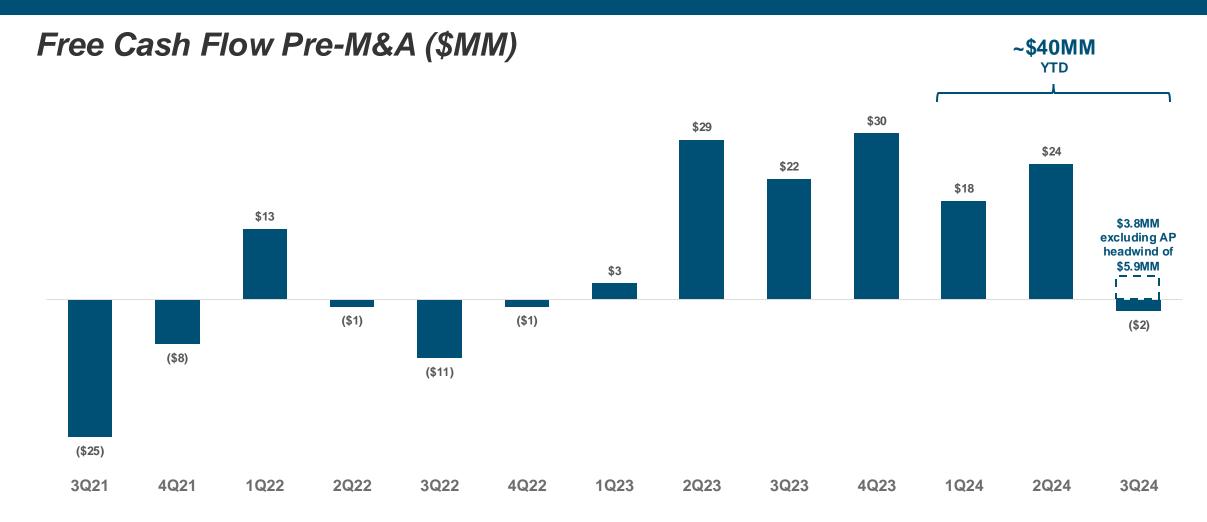




Key Factors Magnifying Net Sales Decline Include Overall Market Demand, The Reduction Of Past Dues In 2023, & Distributor Inventory De-stocking

#### Free Cash Flow<sup>1</sup> Generation



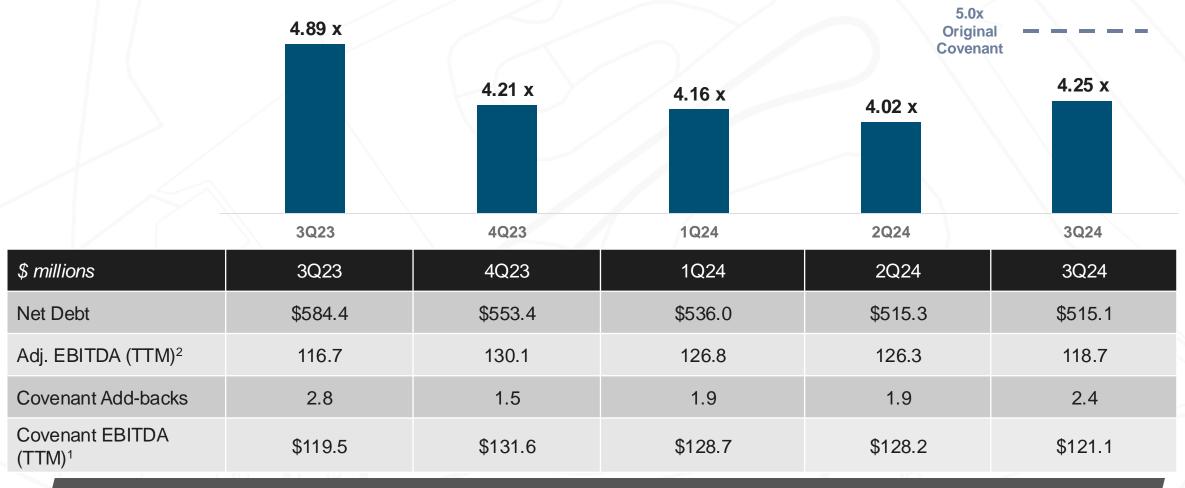


YTD Free Cash Flow of ~\$40MM supported by Inventory Management & Cost Management

## Net Debt to EBITDA Leverage Ratio<sup>1</sup>



Net Leverage Ratio (Net Debt/TTM Covenant EBITDA)



#### Covenant Leverage Remains Well Below 5.0x

<sup>1)</sup> As calculated per our existing credit agreement

<sup>2)</sup> Non-GAAP measure. Please see the GAAP to Non-GAAP reconciliation in the Appendix to this presentation

## FINANCIAL GUIDANCE - Q4 AND FULL YEAR 2024



Outlook (\$ millions)	4Q24	FY24
Net Sales	\$133 – \$143	\$595 – \$605
Adjusted EBITDA <sup>1</sup>	\$24 – \$29	\$115 – \$120
Capital Expenditures		\$6 – \$8
Depreciation and Amortization		\$23 – \$25
Interest Expense (excluding Mark-to-Market on Collar)		\$50 – \$55
Bank-adjusted EBITDA Leverage Ratio <sup>1</sup>		4.35x – 4.15x

Distribution Partner Destocking & Consumer Driven Topline Challenges

Driving Changes In Full Year Guidance



# Q&A





# Outlook



## Working Together to Drive Financial Success

Large base of passionate and highly engaged enthusiast consumers with attractive demographics

Massive \$39B U.S. market with decades of uninterrupted growth1

Powerhouse of product innovation with iconic brands

Proven acquisition platform with robust integration and growth potential

Transformational digital and DTC opportunity with omni-channel distribution

Flexible operating model with attractive growth, margins, and free cash flow

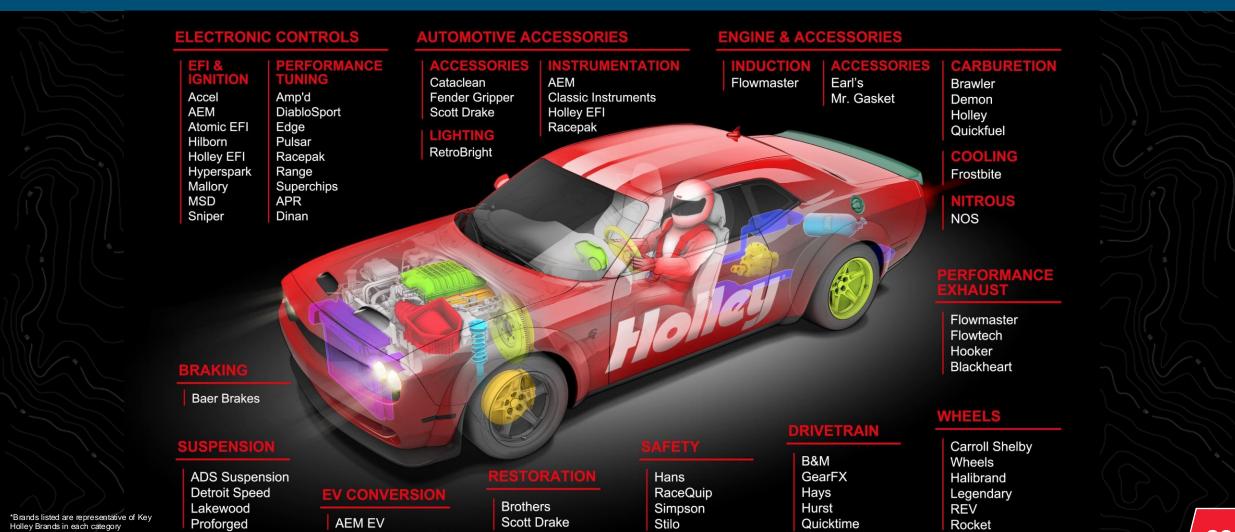
Experienced team with a track record of execution

- 6-7% Organic Top Line Growth
- ~40% Gross Margin Target
- >20% Adj. EBITDA Margin Target
- Sustainable Free Cash Flow
- Strategic
  Acquisitions



## Holley Products Compete Across the Vehicle

Holley Family of Brands\*



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### Orders and Past Due Balances



### Orders (\$MM)



### Past Due Orders (\$MM)

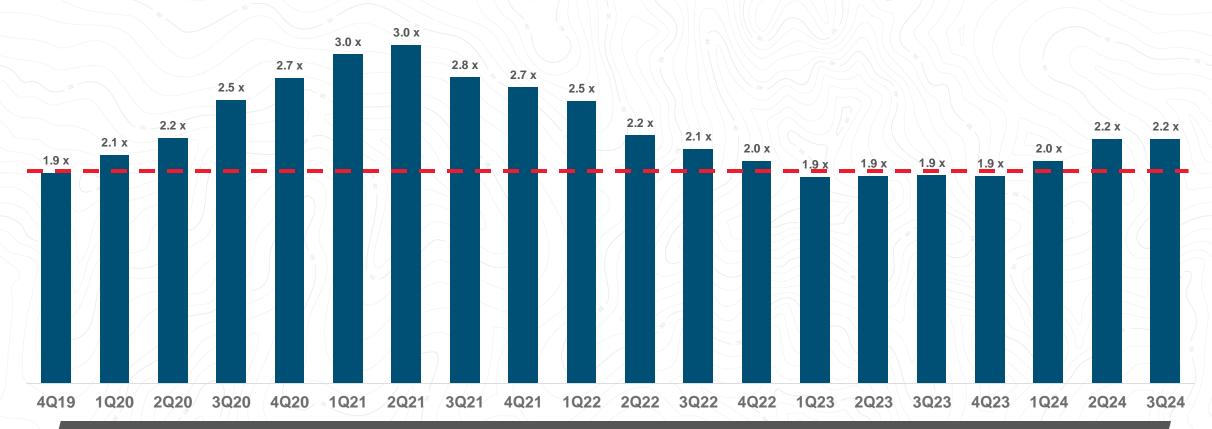


Q3 Destocking Impacted Orders as B2B Partners Brought Inventory Back In-Line with PY

## Inventory Levels Improving



#### Inventory Turnover (Turns/Year)



Year-over-Year Inventory Improvement of 0.3x

# Interest Rate Collar Summary



Key Terms								
Effective Date	2/18/2023							
Maturity Date	2/18/2026							
Holley Inc. Buys a Cap	5.000%							
Holley Inc. Sells a Floor	2.811%							
Index	3 Month Term SOFR							
Premium	Zero							

With the collar in place, YTD effective cash interest rate of ~8.5%

### TTM EBITDA and Adjusted EBITDA Reconciliation



#### HOLLEY INC. and SUBSIDIARIES USE AND RECONCILIATION OF NON-GAAP FINANCIAL MEASURES

(In millions)

(Unaudited)

TTM

		IIM											
		4Q23		1Q24		2Q24		3Q24					
Net Income		19.2	\$	18.7	\$	22.8	\$	15.7					
Adjustments:													
Interest Expense		60.7		53.5		56.7		58.0					
Income Taxes		8.4		5.9		3.9		0.3					
Depreciation		10.3		10.3		10.5		9.9					
Amortization		14.6		14.3		14.1		13.8					
EBITDA		113.2		102.7		108.0		97.7					
Acquisition and Restructuring Costs		2.6		1.9		1.6		2.1					
Write-down of assets held-for-sale		-		-		-		7.5					
Change in Fair Value of Warrant Liability		4.1		(0.5)		(5.9)		(9.0)					
Change in Fair Value of Earn-Out Liability		2.3		1.2		(8.0)		(2.1)					
Loss (Gain) on Early Extinguishment of Debt		(0.7)		(0.6)		(0.6)		(0.6)					
Equity-Based Compensation Expense		7.3		8.0		7.9		6.4					
Strategic Product Rationalization Charge		(8.0)		8.9		8.8		8.8					
Notable Items		1.3		4.4		7.0		7.2					
Other Expense		0.8		0.7		0.3		0.5					
Adjusted EBITDA	\$	130.1	\$	126.8	\$	126.3	\$	118.7					

EBITDA and Adjusted EBITDA are not measures of financial performance under U.S. GAAP and should not be considered as an alternative to net income in accordance with U.S. GAAP. Management believes that EBITDA and Adjusted EBITDA facilitate useful period-to-period comparisons of financial results, and the information is used by management in evaluating the Company's performance.

Other Expense includes gains or losses from disposal of fixed assets, franchise taxes, and gains or losses from foreign currency transactions.

# EBITDA, Adjusted EBITDA and Adjusted EBITDA Margin Reconciliation



#### HOLLEY INC. and SUBSIDIARIES USE AND RECONCILIATION OF NON-GAAP FINANCIAL MEASURES

(In millions) (Unaudited)

	Fo	For the thirteen weeks ended For the thirty-nine							
	Septem	ber 29,2024	Octobe	er 1, 2023	Septem	ber 29,2024	Octob	er 1, 2023	
Net Income	\$	(6.3)	\$	0.8	\$	14.5	\$	18.0	
Adjustments:									
Interest Expense		15.0		13.7		39.2		41.9	
Income Taxes		(1.4)		2.0		(0.3)		7.8	
Depreciation		2.2		2.8		7.4		7.7	
Amortization		3.4		3.7		10.3		11.0	
EBITDA		12.9		23.0		71.1		86.4	
Acquisition and Restructuring Costs		1.0		0.4		1.6		2.1	
Write-down of assets held-for-sale		7.5		-		7.5		-	
Change in Fair Value of Warrant Liability		(1.0)		2.1		(7.6)		5.5	
Change in Fair Value of Earn-Out Liability		(0.6)		0.7		(2.3)		2.1	
Loss (Gain) on Early Extinguishment of Debt		-		-		0.1		-	
Strategic Product Rationalization Charge		-		-		8.8		(0.8)	
Equity-Based Compensation Expense		1.5		3.0		4.3		5.2	
Notable Items		0.8		0.6		6.5		0.6	
Other Expense		0.1		(0.1)		0.2		0.5	
Adjusted EBITDA	\$	22.1	\$	29.7	\$	90.2	\$	101.6	
Net Sales	\$	134.0	\$	156.5	\$	462.2	\$	504.0	
Net Income Margin		-4.7%		0.5%		3.1%		3.6%	
Adjusted EBITDA Margin		16.5%		19.0%		19.5%		20.2%	

EBITDA, Adjusted EBITDA, and Adjusted EBITDA Margin are not measures of financial performance under U.S. GAAP and should not be considered as an alternative to net income or net income margin in accordance with U.S. GAAP. Management believes that EBITDA, Adjusted EBITDA, and Adjusted EBITDA Margin facilitate useful period-to-period comparisons of financial results, and the information is used by management in evaluating the Company's performance.

## Adjusted Gross Profit and Adjusted Gross Margin Reconciliation



## HOLLEY INC. and SUBSIDIARIES USE AND RECONCILIATION OF NON-GAAP FINANCIAL MEASURES

(In millions) (Unaudited)

	Fo	r the thirteer	weeks	s ended	For the thirty-nine weeks en							
	Septem	ber 29,2024	Octol	ber 1, 2023	Septem	ber 29,2024	Octob	er 1, 2023				
Gross Profit	\$	52.3	\$	58.4	\$	174.7	\$	195.8				
Adjust for Strategic Product Rationalization Charge		-				8.8		(8.0)				
Adjusted Gross Profit	\$	52.3	\$	58.4	\$	183.5	\$	195.0				
Net Sales	\$	134.0	\$	156.5	\$	462.2	\$	504.0				
Gross Margin		39.0%		37.3%		37.8%		38.9%				
Adjusted Gross Margin		39.0%		37.3%		39.7%		38.7%				

Adjusted Gross Profit and Adjusted Gross Margin are not measures of financial performance under U.S. GAAP and should not be considered as alternatives to gross profit or gross margin in accordance with U.S. GAAP. Management believes that Adjusted Gross Profit and Adjusted Gross Margin facilitate useful period-to-period comparisons of financial results, and the information is used by management in evaluating the Company's performance.

#### Quarterly Free Cash Flow Reconciliation



#### HOLLEY INC. and SUBSIDIARIES USE AND RECONCILIATION OF NON-GAAP FINANCIAL MEASURES

(In millions) (Unaudited)

	1Q20	2Q20	3Q20	4Q20	1Q21	2Q21	3Q21	4Q21	1Q22	2Q22	3Q22	4Q22	1Q23	2Q23	3Q23	4Q23	1Q24	2Q24	3Q24
Net cash provided by (used in) operating activities	\$17.6	\$25.9	\$32.2	\$12.8	\$19.0	\$27.4	\$ (21.5)	\$ (3.3)	\$18.3	\$ 2.5	\$ (8.7)	\$ 0.1	\$ 3.7	\$30.7	\$22.5	\$31.2	\$18.8	\$ 26.0	\$ (1.7)
Capital expenditures	(1.3)	(2.2)	(3.2)	(2.8)	(3.1)	(4.0)	(3.3)	(4.8)	(5.7)	(3.9)	(2.1)	(1.8)	(1.0)	(1.7)	(1.7)	(1.5)	(1.2)	(1.0)	(0.3)
Proceeds from the disposal of fixed assets				0.7		0.3			0.2	0.1	0.2	0.4	0.3		0.9	0.2	0.2	_	0.0
Free cash flow	\$16.3	\$23.7	\$29.0	\$10.7	\$15.9	\$23.7	\$ (24.8)	\$ (8.1)	\$12.8	\$ (1.3)	\$ (10.6)	\$ (1.3)	\$ 3.0	\$29.0	\$21.7	\$29.9	\$17.8	\$ 24.0	\$ (2.1)

Free cash flow is not a measure of financial performance under U.S. GAAP and should not be considered as an alternative to net cash provided by (used in) operating activities in accordance with U.S. GAAP. Management believes this figure is of interest to investors and facilitates useful period-to-period comparison of the Company's operating results.

	For	the thirteen	weeks	ended	For the thirty-nine weeks ended					
	Septem	ber 29,2024	Octob	per 1, 2023	Septe	mber 29,2024	October 1, 2023			
Net Cash Provided by (Used in) Operating Activities	\$	(1.7)	\$	22.5	\$	42.8	\$	56.9		
Capital expenditures		(0.3)		(1.7)		(4.4)		(4.4)		
Proceeds from the disposal of fixed assets		-		0.9		1.6		1.3		
Free Cash Flow	\$	(2.1)	\$	21.7	\$	40.0	\$	53.7		

Free Cash Flow is not a measure of financial performance under U.S. GAAP and should not be considered as an alternative to net cash provided by operating activities in accordance with U.S. GAAP. Management believes that free cash flow is useful for investors to understand our performance and results of cash generation after making capital investments required to support ongoing business operations.

## Adjusted Net income and Adjusted diluted EPS Reconciliation



#### HOLLEY INC. and SUBSIDIARIES USE AND RECONCILIATION OF NON-GAAP FINANCIAL MEASURES

(In millions, except per share data)
(Unaudited)

	Fo	r the thirtee	n weeks	For t	he thirty-nin	e weeks	weeks ended		
		ber 29,2024	Octo	ber 1, 2023	Septem	nber 29,2024	Octob	ber 1, 2023	
Net Income	\$	(6.3)	\$	0.8	\$	14.5	\$	18.0	
Special items:									
Adjust for: Change in Fair Value of Warrant Liability		(1.0)		2.0		(7.6)		5.5	
Adjust for: Change in Fair Value of Earn-Out Liability		(0.6)		0.7		(2.3)		2.1	
Adjust for: Write-down of assets held-for-sale		7.5		_		7.5		_	
Adjust for: Loss on Early Extinguishment of Debt		-		_		0.1		_	
Adjusted Net Income	\$	(0.5)	\$	3.5	\$	12.2	\$	25.6	
Weighted Average Common Shares Outstanding - Diluted		118.7		119.2		119.2		118.1	
Adjusted Weighted Average Common Shares Outstanding - Diluted		118.7		119.2		119.2		118.1	
Adjusted Diluted Earnings per Share	\$	(0.01)	\$	0.04	\$	0.10	\$	0.22	

Adjusted net income and adjusted diluted earnings per share ("EPS") are not measures of financial performance under U.S. GAAP and should not be considered as an alternative to net income and diluted EPS in accordance with U.S. GAAP. Management believes that adjusted net income and adjusted diluted EPS facilitate useful period-to-period comparisons of financial results, and the information is used by management in evaluating the Company's performance.